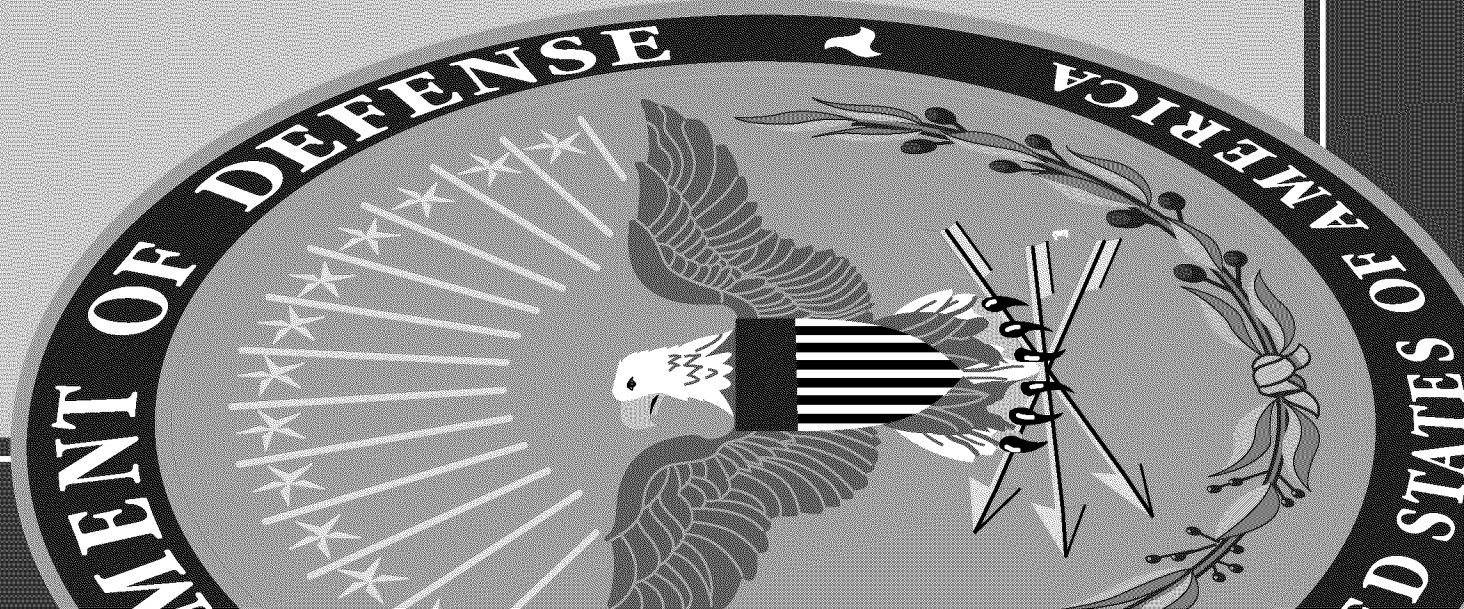DMDC Report No. 2001-003
November 2001

# Tabulations of Responses from the 2000 Military Exit Survey

Defense Manpower Data Center

# TABULATIONS OF RESPONSES FROM THE 2000 MILITARY EXIT SURVEY

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# Acknowledgments

# 2000 MILITARY EXIT SURVEY:
# TABULATIONS OF RESPONSES

## Preface

The *2000 Military Exit Survey (MES)* is a comprehensive exit survey of service members leaving active duty with honorable discharges between April and September 2000. The first joint-service exit survey, the *MES* was developed in accordance with Congressional legislation requiring that every member separating from active duty during a six-month period be surveyed about his/her reasons for leaving. This requirement for a one-time survey was included in the National Defense Authorization Act for Fiscal Year 2000 (Public Law No. 106-65). The *MES* is sponsored by the Officer and Enlisted Personnel Management Directorate, under the auspices of the Office of the Deputy Assistant Secretary of Defense for Military Personnel Policy.

## Survey Methodology

### Survey Design

The *MES* was designed to meet the need for timely information on departing active-duty service members during a period of heightened concern about the retention of quality military personnel. The *MES* provides information on separatees' backgrounds, reasons for leaving, plans after separation, plans for affiliation with a Reserve component, perceptions of civilian opportunities, and their attitudes towards command climate, leadership, pay and benefits, job satisfaction, and other aspects of their military experiences. Many of the survey questions were derived from the *1999 Survey of Active Duty Personnel*, which asks about the experiences, attitudes, and demographics of active-duty personnel (Wright, Williams, and Willis, 2000).

A copy of the 16-page questionnaire is provided in the Appendix. The survey instrument is grouped into six sections:

- *Background* – includes questions on Service, paygrade, source of commission, duty status, aspects of the separation situation, gender, race/ethnicity, education, type of housing, marital status, sources of income, financial condition, and discussions with children aged 10 or older about post-high school options.

- *Assignment Information* – includes questions on total years of active-duty service, hours worked, extra duties, numbers of permanent changes of station, location of permanent duty station, and amount of time and nature of duties away from the permanent duty station.

- *Career Information* – includes questions on reasons for joining and career intentions when first entering active duty, current term of service, likelihood of being allowed to stay on active duty at the end of the current term, promotion opportunities, plans and reasons to join/not join the National Guard or Reserve, satisfaction with 39 diverse aspects of active-duty life and identification of those aspects which, if improved, would influence the member to stay.

- *Leadership/Command Climate* – includes questions bearing on climate and communication at different levels of leadership, the paygrade of the immediate supervisor, and how well the immediate supervisor performs on twelve dimensions of leadership.

- *Military Life* – includes questions on how military life and work each compared to initial expectations, advice the separatee would give about joining the military, general satisfaction with the military way of life, whether the separatee would again choose to stay beyond first enlistment or initial obligation, how specific opportunities within the military compare to the same opportunities in the civilian world, importance of military activities, military standard of living, preparedness and opportunities for civilian jobs, military community support and friendships, supportive and respectful unit interactions, fair Service promotions and Service pride and sense of identification.

- *Separation/Retirement Information* – includes questions on preparations for leaving, timing of decision to leave, primary activities after leaving, use of Montgomery GI Bill educational benefits, whether civilian work for pay is planned and time spent in job search, civilian employment status, effect of military experiences upon civilian employability, the similarity of military

occupational specialty to the expected civilian job, whether a reenlistment/retention bonus would influence staying, the influence of key others upon the decision to leave, the extent to which each of 31 reasons for leaving was important, and the five most important reasons for leaving.

## Survey Population

The population of interest consisted of all active-duty Army, Navy, Marine Corps, Air Force, and Coast Guard personnel voluntarily separating or retiring with honorable discharges, including members transferring from a regular component to a reserve component. The survey was distributed to DoD Service separates between April 1 and September 30, 2000, and to Coast Guard separates between early July and September 30, 2000. Complete details of the survey development, administration, and dataset creation are reported by Hoover, Randolph, Riemer, and Mohamed (2002).

A total of 16,033 eligible separates returned usable surveys. Eligibility was determined by self-report and/or administrative record data when available. Separates were classified as ineligible if they reported that their separation was involuntary or other than a voluntary separation or retirement (Q5= 6 or 7), or that they were not eligible for reenlistment (Q6= 1), or that their separation from active duty was not honorable (Q7= 2), or if data on eligibility were missing. The data were weighted to represent the DoD and Coast Guard personnel who voluntarily left active duty with honorable discharges during the fielding period of the survey. The 16,033 eligible returned surveys represent a response rate of 20%. Complete details of response rates and weighting are reported in Reimer, Hoover, Randolph, and Elig (2001) and Hoover, Randolph, Riemer, and Mohamed (2002).

## Survey Administration

The survey was administered at Department of Defense and Department of Transportation separation/transition points as part of out-processing procedures. Transition center administrators distributed the survey to all members leaving voluntarily with honorable discharges. Separates were also provided with business reply envelopes to return the completed survey to the Defense Manpower Data Center survey processing center.

In March 2000, letters were sent notifying the separation/transition points of the four DoD Services of the survey. Surveys and business reply envelopes were then shipped in bulk to each site. The Coast Guard received an initial shipment in June for its survey distribution which began in early July. On June 30, a letter was sent reminding DoD administrators that they were to continue distributing surveys through September 30. The letter included a list of FAQs (frequently asked questions), addressing potential concerns respondents might have about the survey itself and use of the data. By the end of the fielding period, 113,403 questionnaires had been mailed to survey distribution sites.

# Analytic Procedures

## Estimation Procedures

Surveys were returned by 20% of the total eligible population of separates and thus the data required weighting to produce population estimates. This weighting means that standard statistical software packages may be inappropriate for computing standard errors, variances, or tests of statistical significance. For this report, variance estimates were calculated using WesVar[1], a software application specifically designed to provide valid statistical estimates for complex surveys. WesVar uses replication methods for variance estimation.[2]

The survey data most likely contain error similar to the sampling error occurring in sample surveys when data are obtained from only a fraction of the population. Standard errors are estimates of the random variation around population parameters such as a percentage or mean. Estimates in these tabulations are percentages and are reported with 95% confidence intervals.

Percentages in these tabulations have Wilson upper/lower limit confidence intervals, which are asymmetric (Wilson, 1927; Newcombe, 1988). The Wilson confidence interval sets a lower bound of 0% and an upper bound of 100%. This means that, if the lower symmetric confidence interval for a small percentage would normally include a negative number, the lower Wilson confidence interval cannot go below 0. Likewise, if the upper symmetric confidence interval for a large percentage would exceed 100% using the standard approach, the Wilson method limits the upper interval to 100.

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[1] WesVar® is a registered trademark of Westat, Rockville, MD, USA.

[2] Replication is an empirical method of establishing sample variation by drawing repeated subsamples from the obtained sample and comparing results to those obtained for the full sample. This empirical calculation of variance is in line with the theory of sample variation, which draws upon the concept of creating repeated samples to establish confidence intervals. Replication methodology produces variance estimates very close to those produced using Taylor series linearization methodology, the main alternate method of variance estimation.

## Subgroups

The survey results are tabulated in these reports for Service members as a whole and for subgroups defined by Service, paygrade category, gender, and by a six-category career measure combining retirement/separation status (whether the Service member is retiring or separating before retirement) with military career intent at the time the member *first* joined the Service (intended to stay on active duty until eligible for retirement, intended to complete term/obligation and then leave active duty, not sure if would stay on active duty or leave after term/obligation). Analyses assigned respondents to categories within subgroups primarily through answers provided on the survey. In the case of missing data, category assignments for Service, paygrade category, and gender were completed using administrative records where possible.

Subgroups were constructed as follows:

- Service is defined by the response to Q1, "From which Service are you separating?" Based upon responses, members are assigned to one of five categories: Army, Navy, Marine Corps, Air Force, or Coast Guard.

- Paygrade is based on Q2, "What is your current paygrade?" The original 21 categories are collapsed to four for analyses: E1-E4; E5-E9; W1-W2 and O1-O3; W3-W5 and O4 and above.

- Gender is obtained from Q11, "Are you: (1) Male (2) Female," and is coded accordingly.

- Retirement/Separation is defined by responses to Q5, "What is your current separation situation?" and Q35 "What were your career intentions when you first entered active duty?" Retirement/separation has six categories:

  1) intended to stay to retirement and did retire (Q35=1 and Q5=2)

  2) intended to stay to retirement but left before retirement (Q35=1 and Q5=1,3,4, or 5)

  3) intended to leave after term/obligation but retired (Q35=2 and Q5=2)

  4) intended to leave after term/obligation and left before retirement (Q35=2 and Q5=1,3,4, or 5)

  5) not sure about staying and retired (Q35=3 and Q5=2)

  6) not sure about staying and left before retirement (Q35=3 and Q5=1,3,4, or 5)

## Data Suppression

Unstable estimates in table cells were suppressed or annotated. Estimates may be unstable because of a small sample size for that cell or large variance in the data or weights. The following rules were used:

- A cell estimate was not published if the unweighted denominator size (i.e., column size) was less than 30. These cells are annotated "NR" (Not Reported).

- A cell estimate was published with an asterisk if the unweighted denominator size was 30 to 59.

- A cell estimate was published with an asterisk if the relative standard error for that estimate was 30% or greater.

When a cell estimate is reportable (i.e., unweighted denominator size greater than or equal to 30), a cell estimate greater than 0.0 and less than .05 is reported as 0.0.

Confidence intervals are reported as "NR" when the unweighted denominator size (i.e., column size) is less than 30. Confidence intervals are reported as "N/A" when the cell estimate is equal to 0% or 100%.

## References

Hoover, E. C., Randolph, J. S., Riemer, R. A., & Mohamed, S. G. (2002). *2000 Military Exit Survey: Administration, datasets, and codebook* (Report No. 2002-001). Arlington, VA: Defense Manpower Data Center.

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## Appendix

## List of Tables

**Table 1.1**
*Service Branch:  By Service*

1.  From which Service are you separating?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not Responding on Item | | | | | | | |
| Responding on Item | 86,878 | 85,992 | 37,362 | 19,432 | 11,438 | 17,760 | 886 |
| Army | 43.0 | 43.4 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | (42.5,43.5) | (42.9,44.0) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Navy | 22.4 | 22.6 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 |
| | (21.7,23.1) | (21.9,23.3) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Marine Corps | 13.2 | 13.3 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 |
| | (13.0,13.4) | (13.1,13.5) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Air Force | 20.4 | 20.7 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 |
| | (19.8,21.1) | (20.0,21.3) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Coast Guard | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |
| | (1.0,1.0) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |

N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 1.2**
*Service Branch: By Paygrade and Gender*

1. From which Service are you separating?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 5 | 9 | 0 | 0 | 14 | 3 |
| Responding on Item | 46,649 | 29,020 | 5,718 | 5,427 | 73,967 | 12,742 |
| Army | 52.0 | 32.5 | 37.3 | 28.9 | 43.2 | 42.1 |
| | (50.8,53.1) | (31.8,33.1) | (35.1,39.4) | (27.2,30.7) | (42.6,43.9) | (40.8,43.4) |
| Navy | 17.6 | 29.8 | 22.2 | 23.1 | 22.6 | 21.0 |
| | (16.4,18.9) | (29.2,30.5) | (19.0,25.8) | (19.9,26.7) | (21.7,23.5) | (19.6,22.5) |
| Marine Corps | 14.0 | 13.2 | 9.6 | 9.3 | 14.5 | 5.5 |
| | (13.6,14.5) | (12.6,13.8) | (7.7,11.8) | (7.6,11.3) | (14.2,14.8) | (4.9,6.2) |
| Air Force | 15.8 | 23.2 | 29.6 | 35.7 | 18.7 | 30.5 |
| | (14.6,17.0) | (22.6,23.8) | (27.3,32.0) | (33.3,38.1) | (17.9,19.5) | (29.1,31.9) |
| Coast Guard | 0.6 | 1.3 | 1.3 | 3.0 | 1.0 | 0.9 |
| | (0.4,0.8) | (0.9,1.9) | (1.0,1.8) | (2.6,3.5) | (0.9,1.1) | (0.6,1.6) |

**Table 1.3**
*Service Branch: By Retirement/Separation*

1. From which Service are you separating?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3 | 3 | 2 | 5 | 2 | 2 |
| Responding on Item | 3,884 | 17,967 | 4,544 | 23,628 | 6,434 | 30,189 |
| Army | 28.9 | 47.1 | 27.8 | 50.2 | 21.3 | 43.6 |
| | *(26.0,32.0)* | *(45.0,49.1)* | *(25.1,30.7)* | *(48.7,51.7)* | *(19.5,23.3)* | *(41.8,45.5)* |
| Navy | 18.2 | 20.0 | 29.6 | 21.0 | 33.8 | 21.9 |
| | *(13.3,24.4)* | *(18.7,21.4)* | *(26.5,33.0)* | *(19.8,22.2)* | *(30.4,37.2)* | *(20.0,23.9)* |
| Marine Corps | 5.6 | 12.3 | 5.7 | 14.7 | 6.7 | 15.9 |
| | *(3.4,9.0)* | *(11.4,13.3)* | *(4.7,7.0)* | *(14.0,15.5)* | *(5.6,8.1)* | *(15.2,16.6)* |
| Air Force | 44.8 | 19.7 | 34.2 | 13.6 | 35.8 | 17.8 |
| | *(41.1,48.6)* | *(17.4,22.2)* | *(29.3,39.4)* | *(12.3,14.9)* | *(31.8,40.0)* | *(16.5,19.3)* |
| Coast Guard | 2.5 | 0.9 | 2.6 | 0.6* | 2.4 | 0.7 |
| | *(2.0,3.2)* | *(0.8,1.0)* | *(2.2,3.2)* | *(0.3,1.1)* | *(1.8,3.2)* | *(0.5,1.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 2.1**
*Current Paygrade: By Service*

2. What is your current paygrade?

| | DoD | | | | | | Coast Guard | Total |
|---|---|---|---|---|---|---|---|---|
| | **Total** | **Army** | **Navy** | **Marine Corps** | **Air Force** | | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | 65 | 11 | 14 | 13 | 27 | | 0 | 65 |
| Not Responding on Item | | | | | | | | |
| Responding on Item | 85,927 | 37,351 | 19,418 | 11,425 | 17,733 | | 886 | 86,813 |
| E1 to E4 | 54.0 | 64.9 | 42.4 | 57.3 | 41.6 | | 29.6 | 53.7 |
| | (53.4,54.6) | (64.3,65.5) | (40.4,44.4) | (55.7,58.9) | (39.3,43.8) | | (20.4,40.9) | (53.1,54.4) |
| E5 to E9 | 33.3 | 25.2 | 44.6 | 33.5 | 38.0 | | 43.2 | 33.4 |
| | (32.8,33.9) | (24.7,25.8) | (43.0,46.2) | (31.8,35.2) | (36.4,39.6) | | (28.6,59.1) | (32.9,34.0) |
| W1-W2, O1-O3 | 6.6 | 5.7 | 6.5 | 4.8 | 9.5 | | 8.6 | 6.6 |
| | (6.2,6.9) | (5.5,5.9) | (5.4,7.9) | (3.8,6.0) | (8.7,10.5) | | (6.3,11.7) | (6.2,7.0) |
| W3-W5, O4-O7 and above | 6.1 | 4.2 | 6.5 | 4.4 | 10.9 | | 18.5 | 6.3 |
| | (5.8,6.5) | (4.0,4.4) | (5.3,7.8) | (3.6,5.4) | (10.1,11.8) | | (15.8,21.6) | (5.9,6.6) |

**Table 2.2**
*Current Paygrade: By Paygrade and Gender*

2. What is your current paygrade?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 0 | 0 | 0 | 45 | 22 |
| Responding on Item | 46,654 | 29,029 | 5,718 | 5,427 | 73,936 | 12,723 |
| E1 to E4 | 100.0 | 0.0 | 0.0 | 0.0 | 52.6 | 60.6 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(51.8,53.4)* | *(59.0,62.2)* |
| E5 to E9 | 0.0 | 100.0 | 0.0 | 0.0 | 34.6 | 26.8 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(33.9,35.2)* | *(25.3,28.3)* |
| W1-W2, O1-O3 | 0.0 | 0.0 | 100.0 | 0.0 | 6.3 | 8.5 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(5.9,6.7)* | *(7.5,9.6)* |
| W3-W5, O4-O7 and above | 0.0 | 0.0 | 0.0 | 100.0 | 6.6 | 4.1 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(6.3,7.0)* | *(3.1,5.4)* |

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 2.3**
*Current Paygrade:  By Retirement/Separation*

2.  What is your current paygrade?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 17 | 0 | 29 | 0 | 22 |
| Responding on Item | 3,887 | 17,953 | 4,546 | 23,604 | 6,436 | 30,169 |
| E1 to E4 | 0.7* | 53.8 | 0.3* | 74.0 | 0.5* | 64.1 |
| | (0.2,2.2) | (51.7,55.8) | (0.1,1.8) | (72.8,75.1) | (0.2,1.3) | (62.5,65.7) |
| E5 to E9 | 66.3 | 33.2 | 71.2 | 19.9 | 71.2 | 26.2 |
| | (61.7,70.6) | (31.4,35.0) | (66.8,75.1) | (18.8,21.0) | (67.3,74.8) | (24.9,27.6) |
| W1-W2, O1-O3 | 1.5* | 10.8 | 1.7* | 4.6 | 2.5* | 8.0 |
| | (0.7,3.0) | (9.8,11.7) | (0.6,4.2) | (4.1,5.1) | (1.1,5.9) | (7.4,8.6) |
| W3-W5, O4-O7 and above | 31.5 | 2.3 | 26.9 | 1.6 | 25.8 | 1.8 |
| | (28.1,35.2) | (1.9,2.8) | (23.5,30.5) | (1.3,2.0) | (21.2,31.0) | (1.3,2.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 3.1**

*Membership in Full-Time Active Duty National Guard/Reserve Program: By Service*

3. Are you a member of a full-time active duty National Guard/Reserve program (i.e., a member of the Active Guard/Reserve, Training and Administration of the Reserve, or Active Reserve)?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,124 | 1,102 | 478 | 329 | 175 | 120 | 22 |
| Responding on Item | 85,754 | 84,890 | 36,884 | 19,103 | 11,263 | 17,640 | 864 |
| No | 82.0 | 82.0 | 77.4 | 84.0 | 83.0 | 89.0 | 78.5 |
| | *(81.1,82.9)* | *(81.1,82.9)* | *(75.7,79.0)* | *(82.5,85.4)* | *(81.4,84.5)* | *(87.0,90.7)* | *(76.5,80.4)* |
| Yes | 18.0 | 18.0 | 22.6 | 16.0 | 17.0 | 11.0 | 21.5 |
| | *(17.1,18.9)* | *(17.1,18.9)* | *(21.0,24.3)* | *(14.6,17.5)* | *(15.5,18.6)* | *(9.3,13.0)* | *(19.6,23.5)* |

**Table 3.2**

*Membership in Full-Time Active Duty National Guard/Reserve Program: By Paygrade and Gender*

3. Are you a member of a full-time active duty National Guard/Reserve program (i.e., a member of the Active Guard/Reserve, Training and Administration of the Reserve, or Active Reserve)?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 798 | 237 | 38 | 40 | 945 | 175 |
| Responding on Item | 45,856 | 28,792 | 5,680 | 5,387 | 73,036 | 12,570 |
| No | 77.3 | 86.9 | 86.6 | 90.6 | 82.0 | 82.2 |
| | (75.8,78.8) | (85.7,88.0) | (83.9,89.0) | (87.8,92.8) | (80.9,83.0) | (80.2,84.1) |
| Yes | 22.7 | 13.1 | 13.4 | 9.4 | 18.0 | 17.8 |
| | (21.2,24.2) | (12.0,14.3) | (11.0,16.1) | (7.2,12.2) | (17.0,19.1) | (15.9,19.8) |

**Table 3.3**
*Membership in Full-Time Active Duty National Guard/Reserve Program: By Retirement/Separation*

3. Are you a member of a full-time active duty National Guard/Reserve program (i.e., a member of the Active Guard/Reserve, Training and Administration of the Reserve, or Active Reserve)?

|  | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** |  |  |  |  |  |  |
| Not Applicable |  |  |  |  |  |  |
| Not Responding on Item | 2 | 279 | 31 | 330 | 2 | 476 |
| Responding on Item | 3,885 | 17,691 | 4,515 | 23,303 | 6,434 | 29,715 |
| No | 87.7 | 80.1 | 89.1 | 78.5 | 92.2 | 81.8 |
|  | *(84.5,90.4)* | *(77.7,82.3)* | *(86.6,91.1)* | *(75.6,81.1)* | *(89.3,94.3)* | *(80.0,83.4)* |
| Yes | 12.3 | 19.9 | 10.9 | 21.5 | 7.8 | 18.2 |
|  | *(9.6,15.5)* | *(17.7,22.3)* | *(8.9,13.4)* | *(18.9,24.4)* | *(5.7,10.7)* | *(16.6,20.0)* |

**Table 4.1**
*Source of Commission:  By Service*

4.  What is your source of commission?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 72,321 | 71,698 | 31,694 | 16,260 | 10,066 | 13,677 | 623 |
| Not Responding on Item | 1,158 | 1,136 | 442 | 328 | 122 | 243 | 22 |
| Responding on Item | 13,398 | 13,158 | 5,225 | 2,843 | 1,249 | 3,840 | 241 |
| OCS/PLC | 14.6 | 14.6 | 4.5 | 19.6 | 48.3 | 13.6 | NR |
| | *(12.7,16.7)* | *(12.8,16.6)* | *(3.6,5.7)* | *(13.9,26.9)* | *(45.2,51.5)* | *(11.1,16.6)* | *(NR,NR)* |
| ROTC/NROTC | 29.5 | 30.1 | 34.8 | 19.8 | 8.5 | 38.2 | NR |
| | *(26.2,33.1)* | *(26.7,33.7)* | *(29.4,40.6)* | *(14.6,26.4)* | *(7.4,9.8)* | *(29.8,47.4)* | *(N/A,N/A)* |
| Service Academy | 16.3 | 16.2 | 15.3 | 15.9 | 11.1 | 19.5 | NR |
| | *(14.6,18.1)* | *(14.6,18.1)* | *(12.8,18.1)* | *(12.4,20.1)* | *(8.8,13.9)* | *(16.2,23.3)* | *(NR,NR)* |
| Direct Appointment | 11.0 | 11.1 | 9.2 | 16.2 | 0.8* | 13.2 | NR |
| | *(9.7,12.5)* | *(9.8,12.6)* | *(7.7,11.1)* | *(12.7,20.6)* | *(0.2,3.0)* | *(10.5,16.6)* | *(NR,NR)* |
| Appointed (Warrant Officer only) | 5.4 | 4.5 | 7.5 | 3.9 | 7.6 | 0.0 | NR |
| | *(4.6,6.2)* | *(3.9,5.2)* | *(6.1,9.1)* | *(2.6,5.8)* | *(5.2,11.0)* | *(N/A,N/A)* | *(NR,NR)* |
| Enlisted to Officer Commissioning Program (not Warrant Officer) | 8.1 | 8.2 | 7.7 | 9.4 | 8.0 | 7.9 | NR |
| | *(7.0,9.3)* | *(7.1,9.4)* | *(6.1,9.6)* | *(8.2,10.8)* | *(5.2,12.1)* | *(5.4,11.4)* | *(NR,NR)* |
| Other | 15.2 | 15.3 | 21.0 | 15.1 | 15.6 | 7.5 | NR |
| | *(11.9,19.1)* | *(12.0,19.3)* | *(14.2,29.9)* | *(13.0,17.5)* | *(11.9,20.1)* | *(4.6,12.1)* | *(NR,NR)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.  NR:  Unweighted denominator size less than 30.
†Separatees who responded "Does not apply, I am not an officer" (Q4 = -6).

**Table 4.2**
*Source of Commission:  By Paygrade and Gender*

4.   What is your source of commission?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 44,288 | 27,981 | 0 | 31 | 61,422 | 10,760 |
| Not Responding on Item | 543 | 555 | 16 | 18 | 1,024 | 134 |
| Responding on Item | 1,823 | 493 | 5,702 | 5,378 | 11,535 | 1,852 |
| OCS/PLC | 0.5* | 1.3* | 15.3 | 19.8 | 15.3 | 10.3 |
| | (0.1,2.9) | (0.4,4.8) | (12.8,18.2) | (16.0,24.1) | (13.0,17.8) | (7.0,14.9) |
| ROTC/NROTC | 1.1* | 3.4* | 42.8 | 27.5 | 29.6 | 29.4 |
| | (0.4,3.2) | (1.3,8.6) | (38.7,47.1) | (22.2,33.5) | (25.6,33.9) | (25.7,33.4) |
| Service Academy | 0.5* | 3.1* | 22.0 | 16.8 | 17.3 | 10.1 |
| | (0.2,1.8) | (1.1,9.0) | (19.9,24.2) | (14.3,19.6) | (15.3,19.4) | (8.2,12.4) |
| Direct Appointment | 9.8* | 2.5* | 8.8 | 14.5 | 9.1 | 22.8 |
| | (5.3,17.4) | (0.8,7.3) | (7.7,10.1) | (12.2,17.2) | (7.7,10.8) | (18.5,27.7) |
| Appointed (Warrant Officer only) | 0.4* | 0.0 | 2.7 | 10.4 | 5.9 | 2.0* |
| | (0.1,1.7) | (N/A,N/A) | (1.9,3.7) | (9.0,11.9) | (5.1,6.8) | (0.9,4.4) |
| Enlisted to Officer Commissioning Program (not Warrant Officer) | 20.1 | 49.8 | 3.6* | 5.0* | 7.8 | 10.3 |
| | (15.5,25.7) | (38.2,61.4) | (1.6,8.0) | (2.6,9.2) | (6.5,9.2) | (6.6,15.6) |
| Other | 67.6 | 39.8 | 4.8 | 6.1 | 15.1 | 15.1 |
| | (60.0,74.4) | (29.5,51.1) | (3.6,6.4) | (4.8,7.8) | (11.4,19.8) | (11.3,19.8) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separates who responded "Does not apply, I am not an officer" (Q4 = -6).

**Table 4.3**
*Source of Commission:  By Retirement/Separation*

4.  What is your source of commission?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 2,463 | 14,933 | 3,148 | 20,991 | 4,401 | 26,235 |
| Not Responding on Item | 55 | 226 | 65 | 288 | 161 | 328 |
| Responding on Item | 1,368 | 2,811 | 1,333 | 2,355 | 1,874 | 3,628 |
| OCS/PLC | 16.7 | 11.3 | 22.3 | 9.2 | 17.7 | 15.5 |
| | *(9.1,28.6)* | *(8.3,15.2)* | *(18.7,26.4)* | *(5.9,14.1)* | *(15.1,20.6)* | *(13.0,18.4)* |
| ROTC/NROTC | 35.1 | 35.9 | 26.6 | 21.5 | 21.0 | 33.3 |
| | *(23.8,48.3)* | *(31.9,40.1)* | *(20.8,33.2)* | *(17.1,26.6)* | *(12.8,32.4)* | *(27.5,39.6)* |
| Service Academy | 23.4 | 20.0 | 4.5 | 8.1 | 20.0 | 18.5 |
| | *(20.4,26.6)* | *(17.4,23.0)* | *(2.5,7.9)* | *(6.1,10.7)* | *(12.2,31.1)* | *(14.8,22.8)* |
| Direct Appointment | 4.2* | 10.0 | 12.4* | 15.0 | 11.5 | 11.0 |
| | *(1.6,10.7)* | *(7.9,12.6)* | *(6.4,22.7)* | *(10.9,20.2)* | *(8.7,15.0)* | *(7.6,15.5)* |
| Appointed (Warrant Officer only) | 9.9 | 2.4 | 18.9 | 0.5* | 12.1 | 0.6 |
| | *(7.1,13.7)* | *(1.8,3.1)* | *(14.7,24.0)* | *(0.2,1.1)* | *(9.4,15.3)* | *(0.4,1.0)* |
| Enlisted to Officer Commissioning Program (not Warrant Officer) | 6.8* | 5.7 | 10.3 | 10.8 | 15.2 | 4.3 |
| | *(3.4,12.9)* | *(3.3,9.7)* | *(7.0,15.0)* | *(7.3,15.8)* | *(12.1,19.0)* | *(2.5,7.1)* |
| Other | 3.9* | 14.7 | 5.0* | 35.0 | 2.6* | 16.9 |
| | *(1.7,8.6)* | *(9.3,22.6)* | *(2.2,11.1)* | *(27.4,43.5)* | *(0.9,7.2)* | *(12.4,22.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Does not apply, I am not an officer" (Q4 = -6).

**Table 5.1**
*Current Separation Situation: By Service*

5. What is your current separation situation?

*Please read the entire list, then mark one.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not Responding on Item | | | | | | | |
| Responding on Item | 86,878 | 85,992 | 37,362 | 19,432 | 11,438 | 17,760 | 886 |
| Voluntary separation at end of enlistment | 65.9 | 66.2 | 71.1 | 65.5 | 81.7 | 46.5 | 43.2 |
| | (65.0,66.9) | (65.3,67.1) | (70.2,72.0) | (62.9,68.0) | (80.6,82.8) | (44.3,48.8) | (41.8,44.6) |
| Retirement | 17.1 | 16.9 | 10.1 | 21.7 | 7.9 | 31.5 | 42.0 |
| | (16.8,17.4) | (16.6,17.2) | (9.9,10.3) | (20.8,22.7) | (7.8,8.1) | (30.2,32.9) | (38.2,45.9) |
| Voluntary separation before end of enlistment | 9.9 | 9.9 | 12.9 | 5.7 | 5.5 | 11.2 | 8.6 |
| | (9.0,10.9) | (9.1,10.9) | (12.1,13.8) | (4.4,7.4) | (4.5,6.7) | (8.1,15.1) | (6.3,11.7) |
| Voluntary separation before retirement with remaining obligation (officers) | 1.9 | 1.9 | 1.7 | 2.1 | 1.1* | 2.5 | 0.0 |
| | (1.7,2.1) | (1.7,2.1) | (1.5,2.0) | (1.8,2.6) | (0.4,2.8) | (2.3,2.8) | (N/A,N/A) |
| Voluntary separation before retirement without remaining obligation (officers) | 5.1 | 5.1 | 4.1 | 4.9 | 3.8 | 8.2 | 6.2 |
| | (4.9,5.4) | (4.9,5.3) | (4.0,4.3) | (4.3,5.5) | (2.8,5.0) | (7.7,8.8) | (4.1,9.3) |
| Involuntary separation‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Other‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 5.2**
*Current Separation Situation: By Paygrade and Gender*

5. What is your current separation situation?

*Please read the entire list, then mark one.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | 0 | 0 | 0 | 0 | 0 | 0 |
| Not Responding on Item | | | | | | |
| Responding on Item | 46,654 | 29,029 | 5,718 | 5,427 | 73,981 | 12,745 |
| Voluntary separation at end of enlistment | 84.5 | 58.8 | 10.7 | 2.3 | 68.2 | 52.6 |
| | (82.8,86.1) | (57.9,59.7) | (8.7,13.2) | (1.7,3.0) | (67.2,69.3) | (49.8,55.3) |
| Retirement | 0.2* | 35.8 | 5.2* | 75.8 | 18.0 | 12.2 |
| | (0.1,0.3) | (35.1,36.6) | (2.5,10.3) | (73.1,78.4) | (17.5,18.4) | (10.9,13.5) |
| Voluntary separation before end of enlistment | 15.2 | 5.2 | 0.9* | 0.0 | 7.0 | 26.7 |
| | (13.6,16.8) | (4.6,5.7) | (0.5,1.6) | (N/A,N/A) | (6.1,8.1) | (24.2,29.4) |
| Voluntary separation before retirement with remaining obligation (officers) | 0.2* | 0.2* | 25.5 | 1.3* | 1.7 | 3.1 |
| | (0.1,0.4) | (0.1,0.4) | (22.6,28.6) | (0.6,2.8) | (1.5,1.9) | (2.7,3.6) |
| Voluntary separation before retirement without remaining obligation (officers) | 0.0* | 0.1* | 57.8 | 20.6 | 5.1 | 5.5 |
| | (0.0,0.0) | (0.0,0.2) | (53.4,62.0) | (18.5,22.9) | (4.8,5.3) | (4.6,6.5) |
| Involuntary separation‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Other‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 5.3**
*Current Separation Situation: By Retirement/Separation*

5. What is your current separation situation?

*Please read the entire list, then mark one.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 0 | 0 | 0 | 0 | 0 |
| Responding on Item | 3,887 | 17,970 | 4,546 | 23,633 | 6,436 | 30,191 |
| Voluntary separation at end of enlistment | 0.0 | 76.2 | 0.0 | 81.4 | 0.0 | 80.2 |
| | *(N/A,N/A)* | *(73.5,78.6)* | *(N/A,N/A)* | *(79.6,83.1)* | *(N/A,N/A)* | *(78.8,81.5)* |
| Retirement | 100.0 | 0.0 | 100.0 | 0.0 | 100.0 | 0.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Voluntary separation before end of enlistment | 0.0 | 12.3 | 0.0 | 13.1 | 0.0 | 10.8 |
| | *(N/A,N/A)* | *(9.9,15.2)* | *(N/A,N/A)* | *(11.4,15.0)* | *(N/A,N/A)* | *(9.5,12.4)* |
| Voluntary separation before retirement with remaining obligation (officers) | 0.0 | 2.8 | 0.0 | 1.7 | 0.0 | 2.4 |
| | *(N/A,N/A)* | *(2.2,3.5)* | *(N/A,N/A)* | *(1.3,2.3)* | *(N/A,N/A)* | *(2.0,2.9)* |
| Voluntary separation before retirement without remaining obligation (officers) | 0.0 | 8.8 | 0.0 | 3.8 | 0.0 | 6.5 |
| | *(N/A,N/A)* | *(7.9,9.8)* | *(N/A,N/A)* | *(3.4,4.2)* | *(N/A,N/A)* | *(5.9,7.2)* |
| Involuntary separation‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Other‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.
‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 6.1**
*Reenlistment Eligibility: By Service*

6. Are you eligible for reenlistment?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 11,033 | 10,825 | 3,709 | 2,484 | 1,025 | 3,607 | 208 |
| Not Responding on Item | 1,069 | 1,036 | 617 | 138 | 102 | 179 | 33 |
| Responding on Item | 74,776 | 74,130 | 33,036 | 16,810 | 10,311 | 13,974 | 645 |
| Yes | 89.5 | 89.5 | 88.1 | 91.8 | 91.1 | 88.7 | 89.8* |
| | (88.2,90.6) | (88.2,90.6) | (85.7,90.1) | (90.7,92.8) | (90.4,91.7) | (85.1,91.6) | (88.8,90.8) |
| No‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Unsure | 10.5 | 10.5 | 11.9 | 8.2 | 8.9 | 11.3 | 10.2* |
| | (9.4,11.8) | (9.4,11.8) | (9.9,14.3) | (7.2,9.3) | (8.3,9.6) | (8.4,14.9) | (9.2,11.2) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded "Does not apply, I am an officer" (Q6 = -6).

‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 6.2**
*Reenlistment Eligibility: By Paygrade and Gender*

6. Are you eligible for reenlistment?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 271 | 149 | 5,387 | 5,226 | 9,478 | 1,544 |
| Not Responding on Item | 669 | 291 | 55 | 50 | 898 | 170 |
| Responding on Item | 45,714 | 28,589 | 276 | 151 | 63,605 | 11,031 |
| Yes | 85.8 | 95.4 | 90.8* | NR | 90.3 | 84.9 |
| | *(83.8,87.5)* | *(94.6,96.1)* | *(70.1,97.6)* | *(NR,NR)* | *(88.8,91.5)* | *(83.0,86.5)* |
| No‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Unsure | 14.2 | 4.6 | 9.2* | NR | 9.7 | 15.1 |
| | *(12.5,16.2)* | *(3.9,5.4)* | *(2.4,29.9)* | *(NR,NR)* | *(8.5,11.2)* | *(13.5,17.0)* |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%. NR: Unweighted denominator size less than 30.
† Separatees who responded "Does not apply, I am an officer" (Q6 = -6).
‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 6.3**
*Reenlistment Eligibility: By Retirement/Separation*

6. Are you eligible for reenlistment?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,255 | 2,320 | 1,306 | 1,412 | 1,811 | 2,917 |
| Not Responding on Item | 40 | 293 | 77 | 300 | 70 | 279 |
| Responding on Item | 2,593 | 15,357 | 3,164 | 21,921 | 4,555 | 26,995 |
| Yes | 88.6 | 90.6 | 92.9 | 88.6 | 92.4 | 88.7 |
| | (84.0,92.0) | (87.6,92.9) | (89.8,95.1) | (86.6,90.4) | (90.5,94.0) | (85.4,91.3) |
| No‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |
| Unsure | 11.4 | 9.4 | 7.1 | 11.4 | 7.6 | 11.3 |
| | (8.0,16.0) | (7.1,12.4) | (4.9,10.2) | (9.6,13.4) | (6.0,9.5) | (8.7,14.6) |

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded "Does not apply, I am an officer" (Q6 = -6).

‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 7.1**
*Type of Separation From Active Duty: By Service*

7. Which of the following describes your separation from active duty?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not Responding on Item | 86,878 | 85,992 | 37,362 | 19,432 | 11,438 | 17,760 | 886 |
| Responding on Item | *(N/A,N/A)* | *(N/A,N/A)* | | | | | |
| Honorable | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Other‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 7.2**
*Type of Separation From Active Duty: By Paygrade and Gender*

7. Which of the following describes your separation from active duty?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 0 | 0 | 0 | 0 | 0 |
| Responding on Item | 46,654 | 29,029 | 5,718 | 5,427 | 73,981 | 12,745 |
| Honorable | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Other‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.
‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 7.3**
*Type of Separation From Active Duty:  By Retirement/Separation*

7.  Which of the following describes your separation from active duty?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 0 | 0 | 0 | 0 | 0 |
| Responding on Item | 3,887 | 17,970 | 4,546 | 23,633 | 6,436 | 30,191 |
| Honorable | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Other‡ | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* |

N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.
‡ Separatees selecting this response were ineligible for the survey, and therefore were not included in the analysis.

**Table 8.1**
*Date of Separation/Retirement: By Service*

8. What is the actual date of your separation/retirement?

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,924 | 1,924 | 835 | 491 | 302 | 296 | | 0 |
| Responding on Item | 84,954 | 84,068 | 36,527 | 18,941 | 11,136 | 17,464 | | 886 |
| Prior to 4/01/00 | 0.8 | 0.8 | 0.6* | 0.9* | 0.6* | 1.3 | | 1.2* |
| | *(0.6,1.1)* | *(0.6,1.1)* | *(0.3,1.0)* | *(0.5,1.7)* | *(0.3,1.1)* | *(0.9,1.9)* | | *(0.2,6.9)* |
| 4/01/00 - 9/30/00 | 84.1 | 84.2 | 87.9 | 84.4 | 88.8 | 73.2 | | 76.5 |
| | *(83.2,84.9)* | *(83.3,85.0)* | *(86.8,88.8)* | *(81.4,87.0)* | *(87.6,89.9)* | *(71.6,74.8)* | | *(69.2,82.6)* |
| 10/01/00 and later | 15.1 | 15.0 | 11.6 | 14.7 | 10.6 | 25.5 | | 22.2 |
| | *(14.4,15.9)* | *(14.3,15.8)* | *(10.8,12.4)* | *(12.3,17.6)* | *(9.5,11.9)* | *(24.0,27.1)* | | *(14.4,32.6)* |

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 8.2**
*Date of Separation/Retirement:  By Paygrade and Gender*

8.   What is the actual date of your separation/retirement?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,347 | 456 | 88 | 30 | 1,626 | 286 |
| Responding on Item | 45,307 | 28,573 | 5,630 | 5,397 | 72,355 | 12,459 |
| Prior to 4/01/00 | 0.7 | 0.9 | 0.5* | 1.5* | 0.8 | 0.4* |
| | (0.4,1.0) | (0.6,1.4) | (0.2,1.4) | (0.8,3.1) | (0.6,1.1) | (0.1,0.9) |
| 4/01/00 - 9/30/00 | 87.6 | 79.5 | 85.6 | 77.1 | 84.2 | 83.7 |
| | (86.6,88.6) | (78.7,80.3) | (83.5,87.6) | (68.2,84.1) | (83.3,85.0) | (81.9,85.4) |
| 10/01/00 and later | 11.7 | 19.6 | 13.9 | 21.3 | 15.0 | 15.9 |
| | (10.8,12.6) | (18.7,20.4) | (11.8,16.2) | (15.1,29.3) | (14.2,15.8) | (14.3,17.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 8.3**
*Date of Separation/Retirement:  By Retirement/Separation*

8.   What is the actual date of your separation/retirement?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 78 | 508 | 68 | 634 | 34 | 560 |
| Responding on Item | 3,809 | 17,462 | 4,478 | 22,999 | 6,402 | 29,631 |
| Prior to 4/01/00 | 1.6* | 0.6* | 2.3* | 0.9* | 0.8* | 0.5 |
| | (0.7,3.4) | (0.3,1.1) | (1.2,4.0) | (0.5,1.7) | (0.3,2.0) | (0.3,0.8) |
| 4/01/00 - 9/30/00 | 66.8 | 86.9 | 72.0 | 86.4 | 73.1 | 87.0 |
| | (59.5,73.4) | (84.7,88.7) | (67.4,76.2) | (85.0,87.7) | (70.0,76.1) | (85.6,88.3) |
| 10/01/00 and later | 31.7 | 12.6 | 25.8 | 12.7 | 26.1 | 12.5 |
| | (24.7,39.5) | (10.8,14.7) | (22.0,29.9) | (11.1,14.4) | (23.4,29.0) | (11.3,13.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 9.1**
*Highest Degree or Level of School Completed: By Service*

9. What is the highest degree or level of school that you currently have completed?

*Mark the one answer that describes the highest grade or degree you have completed.*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,827 | 1,816 | 889 | 403 | 271 | 254 | 11 |
| Responding on Item | 85,051 | 84,176 | 36,473 | 19,029 | 11,167 | 17,506 | 875 |
| 11th grade or less | 0.1 | 0.1 | 0.2 | 0.0* | 0.1* | 0.1* | 0.0 |
| | *(0.1,0.2)* | *(0.1,0.2)* | *(0.2,0.3)* | *(0.0,0.2)* | *(0.0,0.2)* | *(0.0,0.4)* | *(N/A,N/A)* |
| 12 years of school, no diploma | 0.8 | 0.8 | 0.9 | 0.7 | 1.4 | 0.1* | 1.3* |
| | *(0.6,0.9)* | *(0.6,0.9)* | *(0.8,1.2)* | *(0.4,1.2)* | *(1.0,2.1)* | *(0.0,0.4)* | *(0.2,6.9)* |
| High school graduate – high school diploma or the equivalent (e.g., GED) | 35.7 | 35.9 | 43.1 | 37.3 | 48.4 | 11.5 | 16.3 |
| | *(34.9,36.5)* | *(35.1,36.7)* | *(42.2,43.9)* | *(34.9,39.7)* | *(46.4,50.5)* | *(9.4,14.1)* | *(10.2,24.9)* |
| Some college credit, but less than 1 year | 19.7 | 19.7 | 19.5 | 20.5 | 22.9 | 17.1 | 16.3* |
| | *(19.0,20.3)* | *(19.1,20.4)* | *(18.6,20.6)* | *(19.2,22.0)* | *(21.2,24.8)* | *(15.8,18.5)* | *(7.5,31.9)* |
| 1 or more years of college, but no degree | 16.8 | 16.7 | 16.5 | 16.6 | 12.3 | 20.1 | 28.8 |
| | *(16.3,17.4)* | *(16.1,17.3)* | *(15.6,17.5)* | *(15.7,17.7)* | *(11.3,13.4)* | *(18.5,21.7)* | *(22.0,36.6)* |
| Associate degree (e.g., AA, AS) | 8.0 | 7.9 | 5.8 | 6.2 | 3.0 | 17.4 | 16.3 |
| | *(7.5,8.5)* | *(7.4,8.4)* | *(5.3,6.3)* | *(5.2,7.4)* | *(2.1,4.4)* | *(15.8,19.1)* | *(13.9,18.9)* |
| Bachelor's degree (e.g., BA, AB, BS) | 10.6 | 10.5 | 9.3 | 10.8 | 8.2 | 14.3 | 15.0* |
| | *(10.0,11.2)* | *(9.9,11.2)* | *(8.8,9.9)* | *(9.3,12.4)* | *(6.8,10.0)* | *(12.4,16.3)* | *(7.6,27.3)* |
| Master's, doctoral degree, or professional degree (e.g., MA/MS/PhD/MD/JD/DVM) | 8.3 | 8.3 | 4.6 | 7.9 | 3.6 | 19.5 | 6.3 |
| | *(7.9,8.7)* | *(8.0,8.7)* | *(4.2,5.0)* | *(6.8,9.0)* | *(2.8,4.5)* | *(18.4,20.7)* | *(4.2,9.2)* |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 9.2**
*Highest Degree or Level of School Completed: By Paygrade and Gender*

9. What is the highest degree or level of school that you currently have completed?

*Mark the one answer that describes the highest grade or degree you have completed.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,216 | 582 | 13 | 14 | 1,530 | 299 |
| Responding on Item | 45,438 | 28,447 | 5,705 | 5,413 | 72,451 | 12,446 |
| 11th grade or less | 0.2 | 0.0* | 0.0 | 0.0 | 0.1 | 0.0 |
| | (0.1,0.3) | (0.0,0.2) | (N/A,N/A) | (N/A,N/A) | (0.1,0.2) | (N/A,N/A) |
| 12 years of school, no diploma | 1.1 | 0.5 | 0.0 | 0.0 | 0.8 | 0.5* |
| | (0.9,1.4) | (0.4,0.7) | (N/A,N/A) | (N/A,N/A) | (0.7,1.0) | (0.3,1.0) |
| High school graduate – high school diploma or the equivalent (e.g., GED) | 54.0 | 20.2 | 0.0 | 0.8* | 37.6 | 24.5 |
| | (52.9,55.2) | (19.2,21.2) | (N/A,N/A) | (0.3,2.4) | (36.8,38.5) | (22.1,27.1) |
| Some college credit, but less than 1 year | 23.3 | 21.2 | 0.4* | 2.1 | 19.2 | 22.6 |
| | (22.2,24.4) | (20.1,22.3) | (0.1,2.1) | (1.6,2.8) | (18.5,19.9) | (20.9,24.4) |
| 1 or more years of college, but no degree | 14.2 | 27.1 | 0.7* | 1.9* | 16.2 | 20.3 |
| | (13.4,15.1) | (26.0,28.1) | (0.4,1.3) | (1.0,3.5) | (15.6,16.9) | (18.6,22.0) |
| Associate degree (e.g., AA, AS) | 4.8 | 15.7 | 0.4 | 2.8 | 7.6 | 10.7 |
| | (4.2,5.3) | (14.7,16.8) | (0.2,0.6) | (1.9,4.3) | (7.0,8.1) | (9.3,12.2) |
| Bachelor's degree (e.g., BA, AB, BS) | 2.1 | 12.0 | 65.3 | 16.8 | 10.2 | 12.6 |
| | (1.8,2.6) | (10.8,13.2) | (62.7,67.7) | (14.1,19.9) | (9.5,11.0) | (11.2,14.2) |
| Master's, doctoral degree, or professional degree (e.g., MA/MS/PhD/MD/JD/DVM) | 0.3 | 3.3 | 33.2 | 75.7 | 8.2 | 8.8 |
| | (0.2,0.4) | (3.0,3.7) | (30.6,35.9) | (73.2,77.9) | (7.7,8.7) | (7.7,10.2) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 9.3**
*Highest Degree or Level of School Completed:  By Retirement/Separation*

9.  What is the highest degree or level of school that you currently have completed?

*Mark the one answer that describes the highest grade or degree you have completed.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 90 | 426 | 29 | 579 | 52 | 652 |
| Responding on Item | 3,797 | 17,544 | 4,517 | 23,054 | 6,384 | 29,539 |
| 11th grade or less | 0.0 | 0.1* | 0.0* | 0.3 | 0.0 | 0.1* |
| | *(N/A,N/A)* | *(0.0,0.4)* | *(0.0,0.2)* | *(0.2,0.3)* | *(N/A,N/A)* | *(0.0,0.1)* |
| 12 years of school, no diploma | 0.2* | 0.5 | 0.0* | 1.3 | 0.3* | 0.8 |
| | *(0.0,0.6)* | *(0.4,0.7)* | *(0.0,0.2)* | *(1.0,1.6)* | *(0.1,1.0)* | *(0.6,1.2)* |
| High school graduate – high school diploma or the equivalent (e.g., GED) | 10.2 | 35.1 | 9.3 | 46.1 | 10.0 | 41.0 |
| | *(8.0,13.0)* | *(32.9,37.3)* | *(7.3,11.7)* | *(44.4,47.8)* | *(7.4,13.3)* | *(39.2,42.8)* |
| Some college credit, but less than 1 year | 8.9 | 22.1 | 10.5 | 21.7 | 10.1 | 21.5 |
| | *(6.1,12.7)* | *(20.6,23.8)* | *(8.6,12.7)* | *(20.2,23.3)* | *(7.3,14.0)* | *(20.5,22.6)* |
| 1 or more years of college, but no degree | 16.7 | 19.1 | 18.8 | 14.6 | 19.1 | 16.3 |
| | *(12.4,22.2)* | *(17.5,20.8)* | *(16.2,21.6)* | *(13.5,15.7)* | *(15.4,23.5)* | *(15.0,17.7)* |
| Associate degree (e.g., AA, AS) | 19.2 | 6.3 | 17.2 | 5.5 | 17.6 | 6.1 |
| | *(15.5,23.5)* | *(5.4,7.3)* | *(13.7,21.3)* | *(4.9,6.1)* | *(15.2,20.3)* | *(5.4,7.0)* |
| Bachelor's degree (e.g., BA, AB, BS) | 16.0 | 11.2 | 19.2 | 6.7 | 17.4 | 9.8 |
| | *(12.0,21.1)* | *(10.0,12.5)* | *(15.2,24.0)* | *(6.0,7.5)* | *(13.4,22.3)* | *(8.8,10.8)* |
| Master's, doctoral degree, or professional degree  (e.g., MA/MS/PhD/MD/JD/DVM) | 28.8 | 5.6 | 25.0 | 3.9 | 25.5 | 4.4 |
| | *(25.5,32.3)* | *(5.0,6.4)* | *(20.9,29.5)* | *(3.5,4.4)* | *(21.8,29.6)* | *(3.7,5.2)* |

\* Low precision and/or unweighted denominator size between 30 and 59.   N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 10.1**
*Highest Degree or Level of School to Be Completed: By Service*

10. What is the highest degree or level of school that you will complete?

*Mark the one answer that describes the highest grade or degree that you expect to complete as a civilian.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,428 | 2,395 | 902 | 597 | 313 | 584 | 33 |
| Responding on Item | 84,450 | 83,597 | 36,460 | 18,835 | 11,125 | 17,176 | 853 |
| 11th grade or less | 0.0* | 0.0* | 0.0* | 0.0 | 0.0 | 0.1* | 0.0 |
| | (0.0,0.1) | (0.0,0.1) | (0.0,0.1) | (N/A,N/A) | (N/A,N/A) | (0.0,0.4) | (N/A,N/A) |
| 12 years of school, no diploma | 0.2 | 0.2 | 0.3* | 0.2* | 0.4* | 0.1* | 0.0 |
| | (0.2,0.3) | (0.2,0.4) | (0.2,0.5) | (0.1,0.4) | (0.2,0.7) | (0.0,0.4) | (N/A,N/A) |
| High school graduate – high school diploma or the equivalent (e.g., GED) | 4.9 | 4.9 | 5.2 | 5.4 | 7.2 | 2.4 | 2.6 |
| | (4.4,5.5) | (4.4,5.5) | (4.5,6.0) | (4.3,6.9) | (5.9,8.7) | (1.4,4.1) | (2.6,2.6) |
| Some college credit, but less than 1 year | 2.9 | 2.8 | 2.7 | 3.2 | 3.9 | 2.1 | 6.4 |
| | (2.5,3.3) | (2.4,3.3) | (2.1,3.4) | (2.3,4.3) | (3.2,4.6) | (1.3,3.3) | (4.3,9.4) |
| 1 or more years of college, but no degree | 3.1 | 3.0 | 3.1 | 3.5 | 2.9 | 2.5 | 6.4 |
| | (2.5,3.7) | (2.5,3.7) | (2.5,4.0) | (2.0,5.9) | (2.1,3.8) | (1.6,3.8) | (4.3,9.4) |
| Associate degree (e.g., AA, AS) | 15.6 | 15.7 | 17.1 | 15.0 | 17.5 | 12.2 | 10.3 |
| | (14.9,16.4) | (14.9,16.5) | (15.9,18.4) | (13.8,16.3) | (16.0,19.2) | (10.3,14.4) | (10.3,10.3) |
| Bachelor's degree (e.g., BA, AB, BS) | 39.6 | 39.7 | 40.2 | 41.4 | 41.1 | 35.7 | 37.2 |
| | (38.4,40.9) | (38.4,40.9) | (38.0,42.4) | (39.5,43.2) | (38.8,43.5) | (33.0,38.4) | (22.0,55.4) |
| Master's, doctoral degree, or professional degree (e.g., MA/MS/PhD/MD/JD/DVM) | 33.6 | 33.6 | 31.3 | 31.4 | 27.1 | 45.1 | 37.2 |
| | (32.8,34.4) | (32.8,34.4) | (30.5,32.2) | (29.5,33.4) | (24.9,29.3) | (42.8,47.4) | (25.7,50.3) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 10.2**
*Highest Degree or Level of School to Be Completed: By Paygrade and Gender*

10. What is the highest degree or level of school that you will complete?

*Mark the one answer that describes the highest grade or degree that you expect to complete as a civilian.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,088 | 653 | 187 | 487 | 1,886 | 514 |
| Responding on Item | 45,566 | 28,376 | 5,531 | 4,940 | 72,095 | 12,231 |
| 11th grade or less | 0.0* | 0.0* | 0.0 | 0.0 | 0.0* | 0.0 |
| | (0.0,0.0) | (0.0,0.2) | (N/A,N/A) | (N/A,N/A) | (0.0,0.1) | (N/A,N/A) |
| 12 years of school, no diploma | 0.3 | 0.2* | 0.0 | 0.0 | 0.2 | 0.2* |
| | (0.2,0.5) | (0.1,0.4) | (N/A,N/A) | (N/A,N/A) | (0.2,0.4) | (0.1,0.6) |
| High school graduate – high school diploma or the equivalent (e.g., GED) | 6.4 | 4.2 | 0.0 | 0.4* | 5.4 | 2.2 |
| | (5.7,7.3) | (3.4,5.3) | (N/A,N/A) | (0.1,1.3) | (4.8,6.0) | (1.4,3.5) |
| Some college credit, but less than 1 year | 3.3 | 3.1 | 0.0 | 0.7* | 3.1 | 1.7 |
| | (2.7,4.1) | (2.5,3.7) | (N/A,N/A) | (0.2,2.6) | (2.6,3.6) | (1.1,2.5) |
| 1 or more years of college, but no degree | 3.5 | 3.2 | 0.6* | 0.6* | 3.3 | 1.9 |
| | (2.7,4.7) | (2.6,4.0) | (0.1,2.2) | (0.2,1.7) | (2.7,4.0) | (1.4,2.5) |
| Associate degree (e.g., AA, AS) | 18.5 | 16.6 | 0.1* | 0.8 | 16.1 | 12.8 |
| | (17.3,19.8) | (15.2,18.1) | (0.0,0.3) | (0.5,1.2) | (15.2,17.0) | (11.2,14.5) |
| Bachelor's degree (e.g., BA, AB, BS) | 44.0 | 43.4 | 9.0 | 12.4 | 39.4 | 40.9 |
| | (42.0,45.9) | (41.6,45.2) | (7.2,11.2) | (10.1,15.0) | (38.0,40.8) | (38.7,43.2) |
| Master's, doctoral degree, or professional degree (e.g., MA/MS/PhD/MD/JD/DVM) | 23.9 | 29.2 | 90.4 | 85.2 | 32.5 | 40.3 |
| | (22.9,24.9) | (27.9,30.6) | (87.8,92.4) | (82.5,87.6) | (31.6,33.3) | (37.9,42.8) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 10.3**
*Highest Degree or Level of School to Be Completed:  By Retirement/Separation*

10.  What is the highest degree or level of school that you will complete?

*Mark the one answer that describes the highest grade or degree that you expect to complete as a civilian.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 162 | 500 | 201 | 570 | 275 | 702 |
| Responding on Item | 3,725 | 17,470 | 4,345 | 23,063 | 6,161 | 29,489 |
| 11th grade or less | 0.0 | 0.1* | 0.0 | 0.0 | 0.0 | 0.0* |
| | *(N/A,N/A)* | *(0.0,0.4)* | *(N/A,N/A)* | *(N/A,N/A)* | *(N/A,N/A)* | *(0.0,0.0)* |
| 12 years of school, no diploma | 0.2* | 0.1* | 0.0* | 0.5* | 0.0 | 0.2* |
| | *(0.1,1.1)* | *(0.1,0.2)* | *(0.0,0.2)* | *(0.2,0.9)* | *(N/A,N/A)* | *(0.1,0.4)* |
| High school graduate – high school diploma or the equivalent (e.g., GED) | 5.8 | 5.4 | 4.1* | 5.2 | 5.2 | 4.4 |
| | *(4.0,8.3)* | *(4.1,7.0)* | *(2.2,7.4)* | *(4.2,6.5)* | *(3.6,7.4)* | *(3.7,5.1)* |
| Some college credit, but less than 1 year | 3.5 | 3.1 | 1.9* | 2.9 | 3.3 | 2.7 |
| | *(2.0,5.9)* | *(2.2,4.3)* | *(1.1,3.5)* | *(2.2,3.8)* | *(2.4,4.6)* | *(2.2,3.4)* |
| 1 or more years of college, but no degree | 3.5 | 2.2 | 3.7 | 2.9 | 3.6 | 3.3 |
| | *(2.5,5.0)* | *(1.5,3.4)* | *(2.3,6.0)* | *(2.3,3.7)* | *(2.2,5.8)* | *(2.4,4.5)* |
| Associate degree (e.g., AA, AS) | 12.9 | 14.7 | 13.8 | 15.5 | 14.6 | 17.1 |
| | *(9.6,17.1)* | *(13.1,16.5)* | *(11.4,16.6)* | *(13.9,17.4)* | *(11.6,18.1)* | *(16.0,18.3)* |
| Bachelor's degree (e.g., BA, AB, BS) | 29.7 | 38.6 | 31.5 | 43.0 | 30.9 | 41.9 |
| | *(27.0,32.5)* | *(36.3,40.9)* | *(26.0,37.5)* | *(40.8,45.2)* | *(26.9,35.1)* | *(40.2,43.6)* |
| Master's, doctoral degree, or professional degree  (e.g., MA/MS/PhD/MD/JD/DVM) | 44.3 | 35.8 | 45.0 | 29.9 | 42.4 | 30.3 |
| | *(40.0,48.7)* | *(33.7,38.0)* | *(39.8,50.2)* | *(28.3,31.6)* | *(38.1,46.9)* | *(28.9,31.8)* |

* Low precision and/or unweighted denominator size between 30 and 59.   N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 11.1**
*Gender: By Service*

11. Are you…?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 169 | 158 | 35 | 58 | 19 | 46 | 11 |
| Responding on Item | 86,709 | 85,834 | 37,327 | 19,374 | 11,419 | 17,714 | 875 |
| Male | 85.3 | 85.3 | 85.6 | 86.2 | 93.9 | 78.1 | 86.3 |
| | *(84.8,85.8)* | *(84.8,85.8)* | *(85.3,86.0)* | *(84.6,87.6)* | *(93.1,94.6)* | *(76.6,79.5)* | *(77.2,92.1)* |
| Female | 14.7 | 14.7 | 14.4 | 13.8 | 6.1 | 21.9 | 13.8 |
| | *(14.2,15.2)* | *(14.2,15.2)* | *(14.0,14.7)* | *(12.4,15.4)* | *(5.4,6.9)* | *(20.5,23.4)* | *(7.9,22.8)* |

**Table 11.2**
*Gender: By Paygrade and Gender*

11. Are you…?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 83 | 75 | 12 | 0 | 0 | 0 |
| Responding on Item | 46,571 | 28,954 | 5,706 | 5,427 | 73,981 | 12,745 |
| Male | 83.4 | 88.2 | 81.0 | 90.4 | 100.0 | 0.0 |
| | *(82.7,84.1)* | *(87.4,89.0)* | *(78.6,83.2)* | *(87.7,92.5)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Female | 16.6 | 11.8 | 19.0 | 9.6 | 0.0 | 100.0 |
| | *(15.9,17.3)* | *(11.0,12.6)* | *(16.8,21.4)* | *(7.5,12.3)* | *(N/A,N/A)* | *(N/A,N/A)* |

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 11.3**
*Gender: By Retirement/Separation*

11. Are you…?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 27 | 19 | 16 | 61 | 0 | 46 |
| Responding on Item | 3,860 | 17,951 | 4,530 | 23,572 | 6,436 | 30,145 |
| Male | 89.5 | 84.3 | 89.6 | 85.3 | 89.6 | 83.8 |
| | *(86.8,91.7)* | *(82.7,85.8)* | *(86.5,92.1)* | *(84.2,86.4)* | *(86.2,92.2)* | *(82.8,84.8)* |
| Female | 10.5 | 15.7 | 10.4 | 14.7 | 10.4 | 16.2 |
| | *(8.3,13.2)* | *(14.2,17.3)* | *(7.9,13.5)* | *(13.6,15.8)* | *(7.8,13.8)* | *(15.2,17.2)* |

**Table 12.1**
*Hispanic Ethnicity: By Service*

12. Are you Spanish/Hispanic/Latino?

*Mark "No" if not Spanish/Hispanic/Latino.*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,089 | 1,078 | 567 | 186 | 109 | 215 | | 11 |
| Responding on Item | 85,789 | 84,914 | 36,795 | 19,246 | 11,329 | 17,545 | | 875 |
| No, not Spanish/Hispanic/Latino | 89.7 | 89.7 | 88.5 | 90.4 | 85.1 | 94.4 | | 92.5 |
| | *(88.9,90.4)* | *(88.9,90.4)* | *(86.9,89.8)* | *(88.8,91.8)* | *(83.5,86.6)* | *(93.5,95.2)* | | *(92.1,92.9)* |
| Yes, Mexican, Mexican American, Chicano | 4.9 | 4.9 | 5.3 | 4.3 | 8.8 | 2.3 | | 3.8* |
| | *(4.6,5.3)* | *(4.6,5.3)* | *(4.7,6.0)* | *(3.5,5.1)* | *(7.9,9.9)* | *(1.7,3.2)* | | *(1.9,7.4)* |
| Yes, Puerto Rican | 2.1 | 2.1 | 2.7 | 2.0 | 1.6 | 1.3 | | 2.5 |
| | *(1.8,2.4)* | *(1.8,2.4)* | *(2.3,3.2)* | *(1.2,3.2)* | *(1.2,2.1)* | *(0.9,1.9)* | | *(2.4,2.6)* |
| Yes, Cuban | 0.3 | 0.3 | 0.3* | 0.2* | 0.5* | 0.3* | | 0.0 |
| | *(0.2,0.5)* | *(0.2,0.5)* | *(0.1,0.8)* | *(0.1,0.4)* | *(0.3,1.0)* | *(0.1,0.9)* | | *(N/A,N/A)* |
| Yes, other Spanish/Hispanic/Latino | 3.0 | 3.0 | 3.2 | 3.2 | 3.9 | 1.7 | | 1.3* |
| | *(2.6,3.4)* | *(2.6,3.4)* | *(2.6,4.0)* | *(2.4,4.4)* | *(3.2,4.9)* | *(1.0,2.7)* | | *(0.2,6.7)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 12.2**
*Hispanic Ethnicity: By Paygrade and Gender*

12. Are you Spanish/Hispanic/Latino?

*Mark "No" if not Spanish/Hispanic/Latino.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 602 | 341 | 71 | 70 | 942 | 121 |
| Responding on Item | 46,052 | 28,688 | 5,647 | 5,357 | 73,039 | 12,624 |
| No, not Spanish/Hispanic/Latino | 87.1 | 91.6 | 95.1 | 96.5 | 89.9 | 88.8 |
| | (85.7,88.3) | (90.6,92.5) | (93.7,96.1) | (95.2,97.5) | (89.0,90.7) | (87.2,90.1) |
| Yes, Mexican, Mexican American, Chicano | 6.5 | 3.8 | 1.2* | 1.5 | 4.9 | 4.9 |
| | (5.9,7.1) | (3.2,4.4) | (0.5,2.6) | (0.9,2.4) | (4.5,5.4) | (3.9,6.1) |
| Yes, Puerto Rican | 2.3 | 2.2 | 1.5 | 0.6* | 2.0 | 2.3 |
| | (1.9,2.8) | (1.8,2.7) | (0.9,2.4) | (0.3,1.2) | (1.7,2.4) | (1.6,3.4) |
| Yes, Cuban | 0.4* | 0.2* | 0.3* | 0.1* | 0.3 | 0.4* |
| | (0.2,0.8) | (0.1,0.4) | (0.1,1.0) | (0.0,0.3) | (0.2,0.5) | (0.1,1.0) |
| Yes, other Spanish/Hispanic/Latino | 3.7 | 2.3 | 2.0 | 1.4* | 2.8 | 3.7 |
| | (3.1,4.5) | (1.8,2.8) | (1.2,3.3) | (0.6,2.8) | (2.4,3.3) | (2.8,4.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 12.3**
*Hispanic Ethnicity: By Retirement/Separation*

12. Are you Spanish/Hispanic/Latino?

*Mark "No" if not Spanish/Hispanic/Latino.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 45 | 284 | 68 | 310 | 53 | 327 |
| Responding on Item | 3,842 | 17,686 | 4,478 | 23,323 | 6,383 | 29,864 |
| No, not Spanish/Hispanic/Latino | 93.3 | 90.2 | 94.0 | 88.2 | 94.8 | 88.5 |
| | (90.4,95.4) | (88.8,91.5) | (91.5,95.8) | (86.1,89.9) | (93.5,95.8) | (87.2,89.7) |
| Yes, Mexican, Mexican American, Chicano | 2.1* | 4.2 | 1.7* | 6.5 | 1.4 | 5.7 |
| | (0.8,5.3) | (3.5,5.1) | (0.8,3.6) | (5.8,7.2) | (0.9,2.1) | (5.0,6.5) |
| Yes, Puerto Rican | 2.8 | 2.0 | 2.2 | 1.6 | 2.2 | 2.4 |
| | (1.7,4.5) | (1.6,2.6) | (1.4,3.5) | (1.1,2.4) | (1.7,2.9) | (1.9,3.0) |
| Yes, Cuban | 0.0 | 0.3* | 0.0 | 0.4* | 0.4* | 0.3* |
| | (N/A,N/A) | (0.1,0.6) | (N/A,N/A) | (0.2,1.2) | (0.1,1.4) | (0.2,0.5) |
| Yes, other Spanish/Hispanic/Latino | 1.8 | 3.3 | 2.1* | 3.3 | 1.2 | 3.1 |
| | (1.0,3.1) | (2.5,4.2) | (1.0,4.4) | (2.5,4.3) | (0.8,1.8) | (2.5,3.9) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 13.1**
*Race: By Service*

13. What is your race?

*Mark one or more races to indicate what you consider yourself to be.*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 4,855 | 4,834 | 2,260 | 966 | 1,053 | 555 | 22 |
| Responding on Item | 82,023 | 81,158 | 35,102 | 18,466 | 10,385 | 17,205 | 864 |
| White | 77.5 | 77.3 | 69.3 | 78.9 | 85.2 | 87.2 | 94.9 |
| | *(76.9,78.0)* | *(76.8,77.9)* | *(68.6,70.0)* | *(77.5,80.3)* | *(84.2,86.2)* | *(85.9,88.4)* | *(87.1,98.1)* |
| Black or African-American | 19.1 | 19.3 | 26.8 | 16.6 | 12.2 | 11.3 | 2.5 |
| | *(18.7,19.6)* | *(18.9,19.7)* | *(26.1,27.4)* | *(15.9,17.3)* | *(11.4,13.1)* | *(10.1,12.6)* | *(2.5,2.6)* |
| American Indian or Alaska Native | 2.4 | 2.4 | 3.1 | 2.1 | 2.3 | 1.4* | 6.3 |
| | *(2.1,2.8)* | *(2.0,2.8)* | *(2.7,3.5)* | *(1.2,3.6)* | *(1.7,3.1)* | *(0.7,2.7)* | *(4.1,9.5)* |
| Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese) | 3.2 | 3.2 | 3.1 | 4.6 | 2.3 | 2.6 | 1.3* |
| | *(2.9,3.6)* | *(2.9,3.7)* | *(2.8,3.5)* | *(3.4,6.1)* | *(1.9,2.9)* | *(1.9,3.5)* | *(0.2,7.1)* |
| Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro) | 0.4 | 0.4 | 0.5 | 0.5 | 0.6* | 0.1* | 0.0 |
| | *(0.3,0.6)* | *(0.3,0.6)* | *(0.4,0.8)* | *(0.3,0.8)* | *(0.3,1.1)* | *(0.0,0.5)* | *(N/A,N/A)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 13.2**
*Race: By Paygrade and Gender*

13. What is your race?

*Mark one or more races to indicate what you consider yourself to be.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3,418 | 1,240 | 128 | 65 | 4,076 | 731 |
| Responding on Item | 43,236 | 27,789 | 5,590 | 5,362 | 69,905 | 12,014 |
| White | 73.3 | 78.1 | 91.1 | 94.3 | 79.1 | 68.0 |
| | (72.5,74.1) | (77.0,79.2) | (89.5,92.5) | (93.2,95.2) | (78.5,79.8) | (65.8,70.1) |
| Black or African-American | 23.1 | 18.6 | 5.3 | 4.1 | 17.4 | 28.9 |
| | (22.4,23.8) | (17.9,19.4) | (4.2,6.6) | (2.9,5.8) | (16.9,18.0) | (27.1,30.9) |
| American Indian or Alaska Native | 3.2 | 2.0 | 0.6* | 0.8* | 2.3 | 3.2 |
| | (2.6,3.9) | (1.5,2.6) | (0.3,1.3) | (0.4,1.7) | (1.9,2.7) | (2.4,4.3) |
| Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese) | 3.4 | 3.1 | 3.4 | 2.2 | 3.2 | 3.5 |
| | (3.0,3.8) | (2.3,4.2) | (2.4,4.8) | (1.6,3.1) | (2.8,3.6) | (2.6,4.8) |
| Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro) | 0.5 | 0.5 | 0.2* | 0.2* | 0.5 | 0.2* |
| | (0.3,0.7) | (0.4,0.8) | (0.0,0.9) | (0.1,0.7) | (0.4,0.6) | (0.1,0.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 13.3**
*Race: By Retirement/Separation*

13. What is your race?

*Mark one or more races to indicate what you consider yourself to be.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 92 | 1,029 | 118 | 1,592 | 98 | 1,900 |
| Responding on Item | 3,795 | 16,941 | 4,428 | 22,041 | 6,338 | 28,291 |
| White | 79.4 | 77.7 | 77.1 | 74.0 | 81.7 | 78.9 |
| | (74.2,83.7) | (75.5,79.7) | (74.5,79.5) | (72.2,75.8) | (80.2,83.1) | (76.9,80.7) |
| Black or African-American | 18.3 | 19.2 | 20.6 | 21.6 | 16.3 | 17.7 |
| | (14.8,22.4) | (17.3,21.3) | (18.3,23.1) | (19.8,23.6) | (14.8,18.0) | (15.9,19.6) |
| American Indian or Alaska Native | 2.1* | 2.2 | 0.9 | 2.4 | 1.9* | 3.0 |
| | (0.9,4.8) | (1.6,3.1) | (0.6,1.2) | (1.6,3.6) | (1.0,3.4) | (2.5,3.7) |
| Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese) | 2.9* | 3.3 | 2.9* | 4.1 | 1.2* | 3.0 |
| | (1.2,6.9) | (2.5,4.3) | (1.4,5.9) | (3.5,4.9) | (0.6,2.4) | (2.5,3.7) |
| Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro) | 1.2* | 0.4 | 0.2* | 0.4 | 0.2* | 0.5 |
| | (0.5,3.1) | (0.3,0.8) | (0.1,0.5) | (0.3,0.7) | (0.1,0.3) | (0.3,0.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 12/13.1**
*Hispanic Ethnicity/Race: By Service*

12/13. Are you Spanish/Hispanic/Latino? What is your race?

*Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,403 | 1,381 | 682 | 227 | 132 | 340 | 22 |
| Responding on Item | 85,475 | 84,611 | 36,680 | 19,205 | 11,306 | 17,420 | 864 |
| Hispanic American Indian or Alaska Native | 0.4 | 0.4 | 0.6 | 0.5* | 0.4* | 0.1* | 0.0 |
| | (0.3,0.6) | (0.3,0.6) | (0.4,0.8) | (0.2,1.4) | (0.2,0.7) | (0.0,0.4) | (N/A,N/A) |
| Hispanic Asian | 0.1 | 0.1 | 0.1* | 0.2* | 0.1* | 0.2* | 0.0 |
| | (0.1,0.2) | (0.1,0.2) | (0.0,0.2) | (0.1,0.5) | (0.1,0.2) | (0.1,0.7) | (N/A,N/A) |
| Hispanic Black or African American | 0.5 | 0.5 | 0.6 | 0.5 | 0.3* | 0.2* | 0.0 |
| | (0.3,0.7) | (0.3,0.7) | (0.4,1.1) | (0.3,0.9) | (0.1,0.9) | (0.1,0.7) | (N/A,N/A) |
| Hispanic Native Hawaiian or Other Pacific Islander | 0.1* | 0.1* | 0.2* | 0.1* | 0.0* | 0.0 | 0.0 |
| | (0.0,0.2) | (0.0,0.2) | (0.1,0.4) | (0.0,0.3) | (0.0,0.2) | (N/A,N/A) | (N/A,N/A) |
| Hispanic White | 4.2 | 4.2 | 4.6 | 3.7 | 5.1 | 3.1 | 6.3 |
| | (3.8,4.6) | (3.8,4.6) | (4.0,5.4) | (3.1,4.5) | (4.1,6.3) | (2.4,3.8) | (3.9,10.0) |
| Hispanic/Latino reporting more than one race | 0.2 | 0.2 | 0.2 | 0.3* | 0.3* | 0.2* | 0.0 |
| | (0.2,0.3) | (0.2,0.3) | (0.1,0.3) | (0.1,0.6) | (0.1,0.5) | (0.1,0.4) | (N/A,N/A) |
| Hispanic Unknown race | 4.9 | 4.9 | 5.4 | 4.4 | 8.8 | 2.0 | 1.3* |
| | (4.5,5.4) | (4.5,5.4) | (4.6,6.3) | (3.6,5.4) | (7.7,10.0) | (1.6,2.6) | (0.2,6.6) |
| Non-Hispanic American Indian or Alaska Native | 0.9 | 0.9 | 1.3 | 0.6 | 0.8 | 0.5* | 1.3* |
| | (0.7,1.1) | (0.7,1.1) | (0.9,1.8) | (0.4,1.1) | (0.5,1.3) | (0.2,1.0) | (0.2,7.3) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 12/13.1 (continued)**
*Hispanic Ethnicity/Race: By Service*

12/13.  Are you Spanish/Hispanic/Latino?  What is your race?

*Mark "No" if not Spanish/Hispanic/Latino.  Mark one or more races to indicate what you consider yourself to be.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,403 | 1,381 | 682 | 227 | 132 | 340 | 22 |
| Responding on Item | 85,475 | 84,611 | 36,680 | 19,205 | 11,306 | 17,420 | 864 |
| Non-Hispanic Asian | 2.5 | 2.5 | 2.4 | 3.7 | 1.7 | 1.8 | 1.3* |
| | (2.2,2.8) | (2.2,2.8) | (2.1,2.8) | (2.7,4.9) | (1.3,2.2) | (1.3,2.4) | (0.2,7.3) |
| Non-Hispanic Black or African American | 16.1 | 16.3 | 22.8 | 14.0 | 9.7 | 9.4 | 1.3* |
| | (15.7,16.6) | (15.8,16.7) | (22.1,23.4) | (13.2,14.8) | (8.9,10.5) | (8.3,10.7) | (0.2,7.3) |
| Non-Hispanic Native Hawaiian or Other Pacific Islander | 0.2 | 0.2 | 0.2 | 0.3* | 0.3* | 0.1* | 0.0 |
| | (0.2,0.3) | (0.2,0.3) | (0.2,0.3) | (0.2,0.6) | (0.1,0.6) | (0.0,0.4) | (N/A,N/A) |
| Non-Hispanic White | 68.0 | 67.8 | 59.7 | 69.7 | 70.7 | 80.7 | 83.5 |
| | (67.0,68.9) | (66.8,68.7) | (58.0,61.5) | (68.2,71.2) | (69.4,72.1) | (79.1,82.2) | (73.1,90.5) |
| Non-Hispanic American Indian or Alaska Native & White | 0.4 | 0.4 | 0.3 | 0.5* | 0.5* | 0.3* | 3.8* |
| | (0.3,0.6) | (0.2,0.6) | (0.2,0.5) | (0.2,1.3) | (0.3,1.0) | (0.1,0.7) | (1.8,7.7) |
| Non-Hispanic Asian & White | 0.3 | 0.3 | 0.2* | 0.4* | 0.2* | 0.3* | 0.0 |
| | (0.2,0.4) | (0.2,0.4) | (0.1,0.4) | (0.2,0.7) | (0.1,0.4) | (0.1,0.8) | (N/A,N/A) |
| Non-Hispanic Black or African American & White | 0.7 | 0.7 | 0.7 | 0.6 | 0.7 | 0.7 | 0.0 |
| | (0.6,0.8) | (0.6,0.8) | (0.6,0.8) | (0.4,1.1) | (0.6,1.0) | (0.4,1.1) | (N/A,N/A) |
| Non-Hispanic American Indian or Alaska Native & Black or African American | 0.4 | 0.4 | 0.5 | 0.2* | 0.2 | 0.3* | 1.3* |
| | (0.3,0.6) | (0.2,0.5) | (0.4,0.7) | (0.1,0.5) | (0.2,0.2) | (0.1,1.7) | (0.2,6.6) |
| Non-Hispanic Balance of individuals reporting more than one race | 0.2 | 0.2 | 0.2 | 0.2* | 0.2* | 0.3* | 0.0 |
| | (0.2,0.3) | (0.2,0.3) | (0.1,0.4) | (0.1,0.4) | (0.1,0.5) | (0.1,0.6) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 12/13.2**
*Hispanic Ethnicity/Race: By Paygrade and Gender*

12/13. Are you Spanish/Hispanic/Latino? What is your race?

*Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Female | Male |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 742 | 456 | 104 | 96 | 157 | 1,220 |
| Responding on Item | 45,912 | 28,573 | 5,614 | 5,331 | 12,588 | 72,761 |
| Hispanic American Indian or Alaska Native | 0.6 | 0.2 | 0.0 | 0.0 | 0.3* | 0.4 |
| | (0.4,1.0) | (0.1,0.3) | (N/A,N/A) | (N/A,N/A) | (0.1,0.6) | (0.3,0.7) |
| Hispanic Asian | 0.2* | 0.1* | 0.2* | 0.0 | 0.4* | 0.1 |
| | (0.1,0.3) | (0.0,0.3) | (0.1,0.8) | (N/A,N/A) | (0.1,1.0) | (0.1,0.2) |
| Hispanic Black or African American | 0.6 | 0.3 | 0.3* | 0.1* | 0.9* | 0.4 |
| | (0.4,1.0) | (0.2,0.5) | (0.1,1.0) | (0.0,0.3) | (0.5,1.8) | (0.3,0.6) |
| Hispanic Native Hawaiian or Other Pacific Islander | 0.1* | 0.0* | 0.2* | 0.0 | 0.0* | 0.1* |
| | (0.0,0.3) | (0.0,0.1) | (0.0,0.9) | (N/A,N/A) | (0.0,0.1) | (0.0,0.2) |
| Hispanic White | 4.4 | 4.2 | 3.5 | 3.1 | 4.0 | 4.2 |
| | (3.8,5.1) | (3.6,4.9) | (2.6,4.6) | (2.2,4.3) | (3.2,5.0) | (3.8,4.7) |
| Hispanic/Latino reporting more than one race | 0.3 | 0.1* | 0.0* | 0.1* | 0.7 | 0.1 |
| | (0.2,0.5) | (0.1,0.3) | (0.0,0.3) | (0.0,0.3) | (0.4,1.0) | (0.1,0.2) |
| Hispanic Unknown race | 6.8 | 3.5 | 0.9* | 0.3* | 5.1 | 4.8 |
| | (6.1,7.5) | (3.0,4.1) | (0.4,2.0) | (0.1,1.1) | (4.3,6.1) | (4.4,5.4) |
| Non-Hispanic American Indian or Alaska Native | 1.1 | 0.8 | 0.4* | 0.4* | 1.4 | 0.8 |
| | (0.8,1.5) | (0.6,1.1) | (0.2,0.9) | (0.2,1.1) | (1.0,1.8) | (0.6,1.1) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 12/13.2 (continued)**
*Hispanic Ethnicity/Race: By Paygrade and Gender*

12/13. Are you Spanish/Hispanic/Latino? What is your race?

*Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Female | Male |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 742 | 456 | 104 | 96 | 157 | 1,220 |
| Responding on Item | 45,912 | 28,573 | 5,614 | 5,331 | 12,588 | 72,761 |
| Non-Hispanic Asian | 2.5 | 2.3 | 3.1 | 2.2 | 2.4 | 2.5 |
| | (2.2,2.8) | (1.7,3.2) | (2.1,4.4) | (1.6,2.9) | (1.8,3.1) | (2.2,2.8) |
| Non-Hispanic Black or African American | 18.8 | 16.5 | 4.6 | 2.6 | 24.1 | 14.7 |
| | (18.1,19.5) | (15.7,17.4) | (3.8,5.6) | (2.0,3.4) | (21.9,26.4) | (14.2,15.3) |
| Non-Hispanic Native Hawaiian or Other Pacific Islander | 0.2 | 0.4 | 0.0* | 0.1* | 0.2* | 0.2 |
| | (0.1,0.3) | (0.2,0.6) | (0.0,0.3) | (0.0,0.5) | (0.1,0.5) | (0.2,0.3) |
| Non-Hispanic White | 62.1 | 69.7 | 86.3 | 89.7 | 58.3 | 69.7 |
| | (60.5,63.7) | (68.5,70.9) | (84.7,87.8) | (88.3,90.9) | (55.9,60.7) | (68.6,70.7) |
| Non-Hispanic American Indian or Alaska Native & White | 0.5 | 0.4 | 0.2* | 0.0* | 0.2 | 0.4 |
| | (0.3,0.8) | (0.3,0.6) | (0.1,0.9) | (0.0,0.3) | (0.1,0.2) | (0.3,0.7) |
| Non-Hispanic Asian & White | 0.2 | 0.4 | 0.1* | 0.0* | 0.3* | 0.3 |
| | (0.1,0.4) | (0.2,0.7) | (0.0,0.3) | (0.0,0.3) | (0.1,0.8) | (0.2,0.4) |
| Non-Hispanic Black or African American & White | 0.8 | 0.5 | 0.1* | 1.1* | 0.8* | 0.6 |
| | (0.7,1.0) | (0.3,0.7) | (0.0,0.3) | (0.4,2.7) | (0.4,1.5) | (0.5,0.8) |
| Non-Hispanic American Indian or Alaska Native & Black or African American | 0.5 | 0.3* | 0.0 | 0.2* | 0.6* | 0.3 |
| | (0.4,0.6) | (0.1,1.0) | (N/A,N/A) | (0.0,1.2) | (0.3,1.4) | (0.2,0.5) |
| Non-Hispanic Balance of individuals reporting more than one race | 0.3 | 0.1* | 0.0 | 0.1* | 0.4* | 0.2 |
| | (0.2,0.5) | (0.1,0.3) | (N/A,N/A) | (0.0,0.5) | (0.2,0.9) | (0.1,0.3) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 12/13.3**
*Hispanic Ethnicity/Race:  By Retirement/Separation*

12/13.  Are you Spanish/Hispanic/Latino?  What is your race?

*Mark "No" if not Spanish/Hispanic/Latino.  Mark one or more races to indicate what you consider yourself to be.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 63 | 355 | 85 | 409 | 87 | 400 |
| Responding on Item | 3,824 | 17,615 | 4,461 | 23,224 | 6,349 | 29,791 |
| Hispanic American Indian or Alaska Native | 0.0 | 0.2 | 0.0 | 0.5* | 0.0* | 0.6 |
| | (N/A,N/A) | (0.1,0.4) | (N/A,N/A) | (0.3,1.2) | (0.0,0.2) | (0.4,0.9) |
| Hispanic Asian | 0.1* | 0.1* | 0.3* | 0.1* | 0.0 | 0.2* |
| | (0.0,0.5) | (0.0,0.3) | (0.1,1.5) | (0.1,0.3) | (N/A,N/A) | (0.1,0.4) |
| Hispanic Black or African American | 0.2* | 0.4* | 0.1* | 0.7* | 0.1* | 0.5 |
| | (0.1,0.8) | (0.2,0.7) | (0.0,0.4) | (0.3,1.5) | (0.0,0.5) | (0.3,0.8) |
| Hispanic Native Hawaiian or Other Pacific Islander | 0.1* | 0.0* | 0.0 | 0.1* | 0.0 | 0.1* |
| | (0.0,0.3) | (0.0,0.1) | (N/A,N/A) | (0.1,0.3) | (N/A,N/A) | (0.0,0.5) |
| Hispanic White | 4.6 | 4.0 | 3.8 | 4.1 | 4.3 | 4.3 |
| | (3.2,6.5) | (3.3,4.7) | (3.0,4.9) | (3.3,5.1) | (3.3,5.7) | (3.7,5.0) |
| Hispanic/Latino reporting more than one race | 0.0 | 0.5 | 0.0 | 0.2* | 0.0* | 0.2 |
| | (N/A,N/A) | (0.3,0.8) | (N/A,N/A) | (0.1,0.4) | (0.0,0.1) | (0.1,0.4) |
| Hispanic Unknown race | 1.7* | 4.8 | 1.8* | 6.2 | 0.8* | 5.7 |
| | (0.8,3.8) | (3.9,5.9) | (0.7,4.2) | (5.4,7.1) | (0.3,1.7) | (4.9,6.7) |
| Non-Hispanic American Indian or Alaska Native | 0.8* | 0.8 | 0.1* | 0.9 | 0.7* | 1.1 |
| | (0.3,2.3) | (0.5,1.2) | (0.0,0.4) | (0.6,1.3) | (0.3,1.7) | (0.8,1.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 12/13.3 (continued)**
*Hispanic Ethnicity/Race: By Retirement/Separation*

12/13. Are you Spanish/Hispanic/Latino? What is your race?

*Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 63 | 355 | 85 | 409 | 87 | 400 |
| Responding on Item | 3,824 | 17,615 | 4,461 | 23,224 | 6,349 | 29,791 |
| Non-Hispanic Asian | 2.3* | 2.5 | 2.2* | 3.3 | 1.0* | 2.2 |
| | (0.8,6.4) | (1.9,3.2) | (1.1,4.1) | (2.7,3.9) | (0.5,2.0) | (1.8,2.7) |
| Non-Hispanic Black or African American | 15.2 | 16.2 | 19.3 | 18.2 | 15.5 | 14.3 |
| | (12.0,19.1) | (14.8,17.7) | (17.2,21.6) | (16.3,20.2) | (14.2,17.0) | (12.8,15.8) |
| Non-Hispanic Native Hawaiian or Other Pacific Islander | 0.7* | 0.2* | 0.2* | 0.1* | 0.1* | 0.3 |
| | (0.2,2.2) | (0.1,0.4) | (0.1,0.5) | (0.1,0.3) | (0.1,0.3) | (0.1,0.4) |
| Non-Hispanic White | 71.5 | 68.6 | 70.9 | 63.6 | 76.2 | 68.4 |
| | (67.2,75.4) | (66.0,71.1) | (68.2,73.5) | (61.2,65.9) | (74.6,77.7) | (66.4,70.3) |
| Non-Hispanic American Indian or Alaska Native & White | 0.2* | 0.4 | 0.2* | 0.5* | 0.7* | 0.3* |
| | (0.1,0.5) | (0.2,0.7) | (0.0,1.4) | (0.2,1.2) | (0.3,1.4) | (0.2,0.6) |
| Non-Hispanic Asian & White | 0.0 | 0.3* | 0.4* | 0.3* | 0.0* | 0.2 |
| | (N/A,N/A) | (0.1,0.9) | (0.1,1.9) | (0.2,0.6) | (0.0,0.2) | (0.1,0.4) |
| Non-Hispanic Black or African American & White | 1.4* | 0.4* | 0.3* | 0.7 | 0.0 | 0.9 |
| | (0.5,3.6) | (0.2,0.9) | (0.0,1.6) | (0.5,1.1) | (N/A,N/A) | (0.7,1.1) |
| Non-Hispanic American Indian or Alaska Native & Black or African American | 0.7* | 0.5* | 0.4* | 0.1* | 0.4* | 0.4* |
| | (0.1,3.9) | (0.2,1.5) | (0.1,1.4) | (0.1,0.4) | (0.1,2.4) | (0.2,1.0) |
| Non-Hispanic Balance of individuals reporting more than one race | 0.5* | 0.2* | 0.0 | 0.2* | 0.1* | 0.3 |
| | (0.1,2.2) | (0.1,0.4) | (N/A,N/A) | (0.1,0.4) | (0.0,0.3) | (0.2,0.5) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 14.1**
*Location of Living Quarters at Permanent Duty Station:  By Service*

14.  Where did you live at your permanent duty station?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,766 | 1,744 | 708 | 376 | 269 | 391 | 22 |
| Responding on Item | 85,112 | 84,248 | 36,654 | 19,056 | 11,169 | 17,369 | 864 |
| Aboard ship | 4.4 | 4.5 | 0.1* | 19.3 | 0.3 | 0.2* | 1.3* |
| | (3.7,5.4) | (3.7,5.4) | (0.0,0.1) | (16.2,22.9) | (0.2,0.5) | (0.1,0.5) | (0.2,6.8) |
| Barracks/dorm (including BEQ or BOQ) | 32.3 | 32.6 | 48.2 | 11.3 | 49.2 | 12.4 | 5.1 |
| | (31.4,33.2) | (31.7,33.5) | (46.9,49.5) | (10.0,12.7) | (47.2,51.2) | (9.9,15.5) | (4.9,5.2) |
| Geographic bachelor's barracks | 1.0 | 1.0 | 0.9 | 1.7 | 1.2 | 0.1* | 1.3* |
| | (0.8,1.2) | (0.8,1.2) | (0.8,1.1) | (1.0,2.9) | (0.9,1.6) | (0.0,0.4) | (0.2,6.8) |
| Military family housing, on base | 11.2 | 11.2 | 11.6 | 6.3 | 8.9 | 17.0 | 12.7* |
| | (10.6,11.8) | (10.6,11.8) | (10.8,12.5) | (5.1,7.7) | (7.8,10.2) | (15.4,18.7) | (5.8,25.3) |
| Military family housing, off base | 4.0 | 4.0 | 3.4 | 5.2 | 3.5 | 4.3 | 3.8* |
| | (3.6,4.5) | (3.6,4.5) | (2.9,3.9) | (4.2,6.4) | (2.7,4.4) | (3.1,6.0) | (0.6,19.6) |
| Civilian housing that you own or pay mortgage on | 21.7 | 21.5 | 15.8 | 24.9 | 14.8 | 34.1 | 35.4 |
| | (20.7,22.7) | (20.5,22.6) | (14.8,16.9) | (22.4,27.7) | (13.3,16.4) | (30.9,37.5) | (34.6,36.3) |
| Military or civilian housing that you rent, off base | 24.0 | 23.9 | 18.7 | 29.7 | 20.8 | 30.5 | 36.7 |
| | (23.1,24.9) | (23.0,24.8) | (17.9,19.4) | (27.4,32.0) | (19.4,22.2) | (27.3,33.9) | (33.4,40.2) |
| Other | 1.4 | 1.4 | 1.3 | 1.6 | 1.3 | 1.4 | 3.8* |
| | (1.2,1.7) | (1.1,1.7) | (0.9,1.9) | (1.2,2.1) | (0.9,2.0) | (0.9,2.2) | (1.9,7.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 14.2**
*Location of Living Quarters at Permanent Duty Station: By Paygrade and Gender*

14. Where did you live at your permanent duty station?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,159 | 503 | 78 | 28 | 1,420 | 346 |
| Responding on Item | 45,495 | 28,526 | 5,640 | 5,399 | 72,561 | 12,399 |
| Aboard ship | 6.1 | 3.4 | 0.3* | 0.3 | 4.8 | 2.3 |
| | (4.6,7.9) | (3.0,3.9) | (0.1,1.1) | (0.2,0.4) | (3.9,5.9) | (1.9,2.7) |
| Barracks/dorm (including BEQ or BOQ) | 51.0 | 14.4 | 2.1 | 1.1* | 34.0 | 22.7 |
| | (49.3,52.7) | (13.6,15.2) | (1.4,3.2) | (0.5,2.6) | (33.1,34.9) | (20.7,24.9) |
| Geographic bachelor's barracks | 0.7 | 1.6 | 0.3* | 0.9* | 1.1 | 0.3* |
| | (0.6,0.9) | (1.0,2.3) | (0.1,0.8) | (0.3,2.2) | (0.9,1.4) | (0.1,0.7) |
| Military family housing, on base | 8.4 | 15.4 | 10.7 | 12.7 | 10.9 | 12.7 |
| | (7.7,9.3) | (14.2,16.6) | (9.8,11.7) | (10.3,15.6) | (10.3,11.6) | (11.0,14.5) |
| Military family housing, off base | 3.4 | 5.5 | 2.8 | 1.9 | 3.7 | 5.6 |
| | (3.0,3.9) | (4.6,6.7) | (1.9,4.2) | (1.3,2.8) | (3.3,4.2) | (4.7,6.8) |
| Civilian housing that you own or pay mortgage on | 8.8 | 31.6 | 36.5 | 61.7 | 21.2 | 24.2 |
| | (7.8,10.0) | (29.6,33.7) | (34.7,38.3) | (56.2,66.9) | (20.2,22.3) | (22.0,26.6) |
| Military or civilian housing that you rent, off base | 19.8 | 26.8 | 46.4 | 21.1 | 22.8 | 30.8 |
| | (18.8,21.0) | (25.3,28.4) | (44.2,48.5) | (17.7,24.9) | (21.8,23.9) | (28.8,32.9) |
| Other | 1.7 | 1.4 | 0.9 | 0.4* | 1.4 | 1.4 |
| | (1.2,2.2) | (1.1,1.7) | (0.5,1.4) | (0.1,1.0) | (1.1,1.8) | (0.9,2.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 14.3**
*Location of Living Quarters at Permanent Duty Station: By Retirement/Separation*

14. Where did you live at your permanent duty station?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 11 | 418 | 39 | 475 | 42 | 778 |
| Responding on Item | 3,876 | 17,552 | 4,507 | 23,158 | 6,394 | 29,413 |
| Aboard ship | 1.8* | 3.7 | 1.0* | 5.4 | 2.2 | 5.5 |
| | (1.0,3.4) | (3.1,4.3) | (0.2,4.0) | (4.0,7.3) | (1.5,3.2) | (4.4,6.9) |
| Barracks/dorm (including BEQ or BOQ) | 1.9* | 31.0 | 2.2* | 45.8 | 3.2 | 37.5 |
| | (1.0,3.5) | (28.5,33.6) | (1.2,4.2) | (43.8,47.9) | (2.4,4.2) | (35.8,39.2) |
| Geographic bachelor's barracks | 2.5* | 1.1 | 1.3* | 0.7 | 2.2* | 0.6 |
| | (1.2,5.2) | (0.7,1.6) | (0.5,3.3) | (0.4,1.1) | (0.9,5.6) | (0.4,0.9) |
| Military family housing, on base | 15.6 | 13.7 | 16.9 | 7.5 | 12.2 | 10.8 |
| | (13.4,18.2) | (12.3,15.2) | (11.8,23.7) | (6.5,8.8) | (9.8,15.0) | (9.8,12.0) |
| Military family housing, off base | 2.6* | 4.4 | 6.2 | 4.1 | 4.7 | 3.4 |
| | (1.3,5.2) | (3.5,5.6) | (4.2,9.0) | (3.3,5.2) | (3.6,6.2) | (2.8,4.0) |
| Civilian housing that you own or pay mortgage on | 54.4 | 18.8 | 54.0 | 12.1 | 53.4 | 14.7 |
| | (49.6,59.1) | (17.0,20.7) | (49.2,58.8) | (10.6,13.9) | (49.0,57.8) | (13.4,16.2) |
| Military or civilian housing that you rent, off base | 20.0 | 26.4 | 17.8 | 22.6 | 21.0 | 25.9 |
| | (16.7,23.8) | (24.4,28.4) | (15.4,20.5) | (20.9,24.4) | (16.9,25.7) | (24.1,27.7) |
| Other | 1.2 | 1.0 | 0.5 | 1.7 | 1.1 | 1.6 |
| | (0.9,1.6) | (0.7,1.5) | (0.3,0.9) | (1.3,2.2) | (0.6,1.9) | (1.1,2.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 15.1**
*Children Aged 10 and Older With Whom Member Talks About Post-High School Options: By Service*

15. Do you have any children aged 10 and older with whom you talk about post-high school options such as jobs and education?

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 285 | 285 | 160 | 46 | 33 | 46 | | 0 |
| Responding on Item | 86,593 | 85,707 | 37,202 | 19,386 | 11,405 | 17,714 | | 886 |
| Yes | 16.1 | 15.9 | 11.5 | 18.5 | 8.8 | 26.9 | | 38.3 |
| | (15.6,16.7) | (15.4,16.5) | (10.8,12.3) | (17.0,20.1) | (8.1,9.5) | (25.3,28.6) | | (36.8,39.8) |
| No | 83.9 | 84.1 | 88.5 | 81.5 | 91.2 | 73.1 | | 61.7 |
| | (83.3,84.4) | (83.5,84.6) | (87.7,89.2) | (79.9,83.0) | (90.5,91.9) | (71.4,74.7) | | (60.2,63.2) |

**Table 15.2**
*Children Aged 10 and Older With Whom Member Talks About Post-High School Options: By Paygrade and Gender*

15. Do you have any children aged 10 and older with whom you talk about post-high school options such as jobs and education?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 129 | 119 | 20 | 5 | 206 | 66 |
| Responding on Item | 46,525 | 28,910 | 5,698 | 5,422 | 73,775 | 12,679 |
| Yes | 2.5 | 31.9 | 7.4 | 58.8 | 17.0 | 11.4 |
| | *(2.0,3.1)* | *(30.9,32.8)* | *(5.0,11.0)* | *(54.4,63.0)* | *(16.3,17.6)* | *(10.3,12.5)* |
| No | 97.5 | 68.1 | 92.6 | 41.2 | 83.0 | 88.6 |
| | *(96.9,98.0)* | *(67.2,69.1)* | *(89.0,95.0)* | *(37.0,45.6)* | *(82.4,83.7)* | *(87.5,89.7)* |

**Table 15.3**
*Children Aged 10 and Older With Whom Member Talks About Post-High School Options:  By Retirement/Separation*

15.  Do you have any children aged 10 and older with whom you talk about post-high school options such as jobs and education?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 9 | 51 | 25 | 72 | 6 | 122 |
| Responding on Item | 3,878 | 17,919 | 4,521 | 23,561 | 6,430 | 30,069 |
| Yes | 69.3 | 8.6 | 70.8 | 3.4 | 68.7 | 4.4 |
| | (63.8,74.2) | (7.3,10.1) | (64.4,76.5) | (2.7,4.1) | (64.3,72.8) | (3.8,5.1) |
| No | 30.7 | 91.4 | 29.2 | 96.6 | 31.3 | 95.6 |
| | (25.8,36.2) | (89.9,92.7) | (23.5,35.6) | (95.9,97.3) | (27.2,35.7) | (94.9,96.2) |

**Table 16.1**

*Encouragement of Member's Children to Consider the Military:  By Service*

16.  When you talk with your children about their future, do you encourage them to consider the military?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | 547 |
| Not Responding on Item | 592 | 581 | 269 | 96 | 55 | 161 | 11 |
| Responding on Item | 13,666 | 13,338 | 4,172 | 3,537 | 977 | 4,652 | 328 |
| No | 60.0 | 60.1 | 61.0 | 61.0 | 62.6 | 58.1 | 56.7* |
| | (57.1,62.9) | (57.1,63.1) | (57.7,64.3) | (55.3,66.5) | (53.5,70.9) | (51.4,64.4) | (44.3,68.2) |
| Yes | 40.0 | 39.9 | 39.0 | 39.0 | 37.4 | 41.9 | 43.3* |
| | (37.1,42.9) | (36.9,42.9) | (35.7,42.3) | (33.5,44.7) | (29.1,46.5) | (35.6,48.6) | (31.8,55.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 16.2**

*Encouragement of Member's Children to Consider the Military: By Paygrade and Gender*

16. When you talk with your children about their future, do you encourage them to consider the military?

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | | **Male** | **Female** |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | | 61,264 | 11,238 |
| Not Responding on Item | 192 | 334 | 20 | 36 | | 475 | 105 |
| Responding on Item | 1,090 | 8,993 | 425 | 3,156 | | 12,242 | 1,402 |
| No | 67.9 | 60.4 | 55.2 | 56.9 | | 60.4 | 56.8 |
| | (55.6,78.1) | (56.6,64.0) | (42.8,67.0) | (51.8,61.8) | | (57.4,63.4) | (48.4,64.8) |
| Yes | 32.1 | 39.6 | 44.8 | 43.1 | | 39.6 | 43.2 |
| | (21.9,44.4) | (36.0,43.4) | (33.0,57.2) | (38.2,48.2) | | (36.6,42.6) | (35.2,51.6) |

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 16.3**

*Encouragement of Member's Children to Consider the Military: By Retirement/Separation*

16. When you talk with your children about their future, do you encourage them to consider the military?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 49 | 69 | 109 | 103 | 106 | 153 |
| Responding on Item | 2,646 | 1,521 | 3,117 | 760 | 4,317 | 1,283 |
| No | 53.2 | 73.4 | 59.7 | 48.6 | 58.6 | 69.9 |
| | (46.1,60.1) | (68.0,78.2) | (55.6,63.8) | (34.0,63.5) | (53.7,63.3) | (59.4,78.7) |
| Yes | 46.8 | 26.6 | 40.3 | 51.4 | 41.4 | 30.1 |
| | (39.9,53.9) | (21.8,32.0) | (36.2,44.4) | (36.5,66.0) | (36.7,46.3) | (21.3,40.6) |

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17a.1**
*Attitude When Talking With Children About the Military, in General:  By Service*

17a.  When you talk with your children about their future, how positive or negative are you about the following?  The military, in general

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | 547 |
| Not Responding on Item | 783 | 783 | 408 | 139 | 77 | 158 | 0 |
| Responding on Item | 13,475 | 13,136 | 4,033 | 3,493 | 955 | 4,655 | 339 |
| Very negative | 4.4 | 4.5 | 6.3 | 4.2* | 4.2* | 3.3* | 0.0* |
| | (3.4,5.7) | (3.5,5.8) | (5.1,7.7) | (2.1,8.1) | (2.0,8.6) | (1.8,6.1) | (N/A,N/A) |
| Negative | 11.4 | 11.5 | 12.2 | 10.6 | 6.4* | 12.8 | 6.5* |
| | (10.0,13.0) | (10.1,13.1) | (9.7,15.2) | (9.0,12.5) | (2.9,13.3) | (10.0,16.1) | (1.1,29.3) |
| Neither positive nor negative | 30.4 | 30.3 | 32.8 | 34.6 | 29.1 | 25.1 | 35.5* |
| | (27.6,33.4) | (27.5,33.3) | (30.6,35.1) | (26.6,43.5) | (26.0,32.5) | (20.7,30.2) | (21.1,53.1) |
| Positive | 39.8 | 39.6 | 36.4 | 38.2 | 40.0 | 43.5 | 45.2* |
| | (36.8,42.9) | (36.6,42.7) | (33.4,39.5) | (30.5,46.6) | (35.5,44.7) | (38.1,48.9) | (21.7,71.0) |
| Very positive | 14.0 | 14.0 | 12.3 | 12.4 | 20.3 | 15.3 | 12.9* |
| | (12.3,15.8) | (12.3,15.8) | (10.4,14.5) | (10.3,14.9) | (16.9,24.2) | (11.6,20.0) | (12.1,13.7) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17a.2**
*Attitude When Talking With Children About the Military, in General:  By Paygrade and Gender*

17a.  When you talk with your children about their future, how positive or negative are you about the following?  The military, in general

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | 61,264 | 11,238 |
| Not Responding on Item | 354 | 355 | 23 | 43 | 652 | 121 |
| Responding on Item | 928 | 8,973 | 422 | 3,149 | 12,065 | 1,386 |
| Very negative | 19.3 | 4.0 | 4.3* | 1.2* | 4.5 | 4.1* |
| | *(11.1,31.4)* | *(2.9,5.3)* | *(1.3,13.7)* | *(0.6,2.4)* | *(3.4,5.8)* | *(1.8,9.1)* |
| Negative | 15.4* | 11.7 | 10.3* | 9.7 | 11.5 | 9.7* |
| | *(7.7,28.4)* | *(10.0,13.5)* | *(4.3,22.6)* | *(7.4,12.7)* | *(10.2,13.0)* | *(5.1,17.7)* |
| Neither positive nor negative | 33.9 | 34.0 | 28.6 | 19.3 | 30.1 | 32.5 |
| | *(25.1,44.0)* | *(30.5,37.7)* | *(16.5,44.9)* | *(15.0,24.6)* | *(27.0,33.4)* | *(26.1,39.7)* |
| Positive | 27.7 | 38.1 | 36.9 | 48.7 | 40.2 | 37.3 |
| | *(17.4,41.0)* | *(34.6,41.7)* | *(26.8,48.3)* | *(42.2,55.2)* | *(37.0,43.4)* | *(28.6,46.8)* |
| Very positive | 3.7* | 12.3 | 19.8* | 21.0 | 13.7 | 16.4 |
| | *(1.8,7.5)* | *(10.3,14.6)* | *(9.2,37.8)* | *(17.3,25.3)* | *(11.9,15.8)* | *(10.2,25.4)* |

\* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17a.3**
*Attitude When Talking With Children About the Military, in General:  By Retirement/Separation*

17a.  When you talk with your children about their future, how positive or negative are you about the following?  The military, in general

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 95 | 117 | 100 | 196 | 86 | 189 |
| Responding on Item | 2,599 | 1,473 | 3,126 | 668 | 4,337 | 1,246 |
| Very negative | 1.3* | 17.0 | 2.5* | 2.5* | 2.7* | 8.0* |
| | (0.6,3.0) | (10.9,25.5) | (1.1,5.5) | (1.0,6.2) | (1.3,5.4) | (3.9,15.5) |
| Negative | 8.5 | 18.4 | 12.9 | 19.7* | 8.5 | 10.8 |
| | (5.7,12.4) | (13.5,24.5) | (10.7,15.4) | (8.9,37.8) | (6.2,11.4) | (6.8,16.7) |
| Neither positive nor negative | 27.3 | 33.6 | 27.0 | 28.9 | 30.5 | 41.9 |
| | (21.1,34.4) | (26.9,41.1) | (23.1,31.4) | (19.5,40.5) | (25.3,36.3) | (32.9,51.4) |
| Positive | 42.3 | 23.1 | 42.4 | 40.0 | 43.6 | 35.3 |
| | (32.7,52.5) | (17.9,29.3) | (37.7,47.3) | (26.0,55.9) | (37.8,49.5) | (28.3,42.9) |
| Very positive | 20.7 | 7.9 | 15.2 | 8.9* | 14.8 | 4.1* |
| | (16.8,25.2) | (5.0,12.2) | (11.4,19.9) | (4.5,16.7) | (11.7,18.7) | (2.2,7.5) |

\* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17b.1**
*Attitude When Talking With Children About Career Opportunities in the Military:  By Service*

17b.  When you talk with your children about their future, how positive or negative are you about the following?  Career opportunities in the military

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | | 547 |
| Not Responding on Item | 824 | 824 | 412 | 139 | 77 | 196 | | 0 |
| Responding on Item | 13,434 | 13,095 | 4,029 | 3,493 | 955 | 4,618 | | 339 |
| Very negative | 5.4 | 5.4 | 7.5 | 5.3* | 5.3* | 3.8* | | 3.2* |
| | (4.2,6.9) | (4.2,6.9) | (6.2,8.9) | (2.7,9.9) | (2.1,12.6) | (2.0,6.9) | | (0.6,16.0) |
| Negative | 13.6 | 13.9 | 13.2 | 12.7 | 10.7 | 16.1 | | 3.2* |
| | (11.8,15.7) | (12.0,16.0) | (11.2,15.6) | (10.7,15.1) | (7.8,14.5) | (11.7,21.7) | | (0.5,17.3) |
| Neither positive nor negative | 34.4 | 33.7 | 36.5 | 36.1 | 37.8 | 28.8 | | 58.1* |
| | (31.6,37.2) | (31.1,36.5) | (33.5,39.6) | (28.6,44.2) | (30.7,45.5) | (25.2,32.6) | | (27.0,83.8) |
| Positive | 34.5 | 34.7 | 31.9 | 34.1 | 34.1 | 37.8 | | 25.8* |
| | (31.0,38.2) | (31.1,38.5) | (29.2,34.7) | (24.8,44.9) | (25.8,43.5) | (31.6,44.4) | | (14.3,42.1) |
| Very positive | 12.1 | 12.2 | 11.0 | 11.8 | 12.1 | 13.6 | | 9.7* |
| | (10.8,13.6) | (11.0,13.6) | (9.3,12.8) | (9.8,14.2) | (10.3,14.3) | (11.0,16.7) | | (1.5,42.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17b.2**
*Attitude When Talking With Children About Career Opportunities in the Military: By Paygrade and Gender*

17b. When you talk with your children about their future, how positive or negative are you about the following? Career opportunities in the military

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | 61,264 | 11,238 |
| Not Responding on Item | 360 | 390 | 25 | 41 | 677 | 137 |
| Responding on Item | 923 | 8,937 | 420 | 3,151 | 12,040 | 1,370 |
| Very negative | 17.4 | 5.4 | 3.4* | 2.1 | 5.6 | 3.9* |
| | (9.6,29.3) | (4.0,7.2) | (0.9,12.0) | (1.2,3.6) | (4.3,7.1) | (1.6,8.9) |
| Negative | 13.9 | 14.3 | 11.8* | 12.0 | 13.5 | 14.0 |
| | (8.9,21.1) | (11.8,17.3) | (6.0,21.8) | (9.6,14.8) | (11.6,15.6) | (8.8,21.5) |
| Neither positive nor negative | 38.9 | 34.5 | 34.2 | 32.7 | 34.4 | 33.9 |
| | (29.5,49.3) | (30.9,38.3) | (22.0,48.9) | (29.8,35.7) | (31.8,37.0) | (24.2,45.2) |
| Positive | 22.9 | 34.4 | 29.8 | 38.8 | 35.1 | 29.9 |
| | (15.6,32.3) | (29.8,39.4) | (19.3,43.1) | (32.6,45.3) | (31.6,38.8) | (19.9,42.2) |
| Very positive | 6.9* | 11.4 | 20.8* | 14.5 | 11.5 | 18.3 |
| | (3.3,14.1) | (9.8,13.2) | (10.1,38.1) | (12.2,17.1) | (10.3,12.7) | (11.9,27.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17b.3**
*Attitude When Talking With Children About Career Opportunities in the Military: By Retirement/Separation*

17b.   When you talk with your children about their future, how positive or negative are you about the following?   Career opportunities in the military

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 100 | 119 | 118 | 196 | 97 | 195 |
| Responding on Item | 2,595 | 1,471 | 3,108 | 668 | 4,327 | 1,241 |
| Very negative | 3.0* | 18.2 | 4.4* | 2.7* | 2.8* | 8.2* |
| | (1.5,6.1) | (12.4,25.9) | (1.8,10.2) | (1.1,6.5) | (1.2,6.0) | (4.2,15.3) |
| Negative | 12.7 | 18.4 | 13.1 | 16.5 | 12.5 | 12.7 |
| | (9.4,17.0) | (13.8,24.2) | (9.9,17.2) | (10.1,25.9) | (9.9,15.5) | (9.3,17.1) |
| Neither positive nor negative | 31.9 | 32.6 | 33.2 | 47.5 | 33.0 | 42.2 |
| | (25.7,38.7) | (26.5,39.3) | (28.4,38.3) | (35.5,59.7) | (28.3,38.0) | (33.3,51.6) |
| Positive | 34.9 | 24.0 | 35.0 | 25.9 | 40.4 | 29.6 |
| | (28.8,41.5) | (19.0,29.9) | (28.2,42.6) | (17.1,37.1) | (34.0,47.1) | (21.6,39.0) |
| Very positive | 17.4 | 6.8 | 14.3 | 7.4* | 11.4 | 7.4* |
| | (13.8,21.8) | (4.2,10.7) | (11.2,18.0) | (3.4,15.3) | (9.6,13.4) | (3.7,14.2) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17c.1**
*Attitude When Talking With Children About Serving in the Military, But Not as a Career:  By Service*

17c.  When you talk with your children about their future, how positive or negative are you about the following?  Serving in the military, but not as a career

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | | 547 |
| Not Responding on Item | 864 | 864 | 418 | 151 | 77 | 218 | | 0 |
| Responding on Item | 13,395 | 13,055 | 4,022 | 3,482 | 955 | 4,596 | | 339 |
| Very negative | 5.1 | 5.0 | 5.9 | 5.7* | 3.7* | 4.0 | | 6.5* |
| | (3.9,6.5) | (3.8,6.5) | (4.8,7.3) | (2.9,10.9) | (1.5,9.2) | (2.4,6.5) | | (6.1,6.9) |
| Negative | 9.5 | 9.7 | 8.1 | 13.0 | 9.8* | 8.5 | | 3.2* |
| | (8.1,11.2) | (8.2,11.4) | (6.9,9.6) | (9.2,18.1) | (4.8,18.9) | (6.3,11.2) | | (0.6,16.0) |
| Neither positive nor negative | 40.8 | 40.7 | 40.8 | 42.1 | 42.0 | 39.1 | | 45.2* |
| | (38.7,42.8) | (38.6,42.8) | (37.4,44.3) | (38.1,46.3) | (31.7,53.1) | (35.9,42.5) | | (35.7,55.0) |
| Positive | 32.6 | 32.6 | 32.7 | 27.4 | 31.6 | 36.8 | | 32.3* |
| | (30.2,35.1) | (30.2,35.2) | (29.9,35.6) | (22.3,33.1) | (25.9,37.9) | (32.0,41.8) | | (19.7,48.1) |
| Very positive | 12.0 | 12.0 | 12.4 | 11.8 | 12.9 | 11.7 | | 12.9* |
| | (10.7,13.5) | (10.6,13.5) | (10.7,14.4) | (9.2,14.9) | (7.5,21.2) | (9.2,14.7) | | (12.1,13.7) |

\* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17c.2**
*Attitude When Talking With Children About Serving in the Military, But Not as a Career: By Paygrade and Gender*

17c. When you talk with your children about their future, how positive or negative are you about the following? Serving in the military, but not as a career

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | 61,264 | 11,238 |
| Not Responding on Item | 336 | 438 | 36 | 46 | 719 | 135 |
| Responding on Item | 947 | 8,889 | 409 | 3,146 | 11,998 | 1,372 |
| Very negative | 19.6 | 4.5 | 1.7* | 2.6 | 5.0 | 5.6* |
| | (11.2,32.0) | (3.2,6.3) | (0.3,9.1) | (1.7,4.0) | (3.9,6.4) | (2.0,15.1) |
| Negative | 8.1* | 9.8 | 11.7* | 8.8 | 9.7 | 7.3* |
| | (4.2,15.1) | (8.6,11.0) | (5.3,24.0) | (5.3,14.3) | (8.1,11.4) | (4.0,12.8) |
| Neither positive nor negative | 46.3 | 42.5 | 37.2 | 34.7 | 40.0 | 46.9 |
| | (35.5,57.4) | (40.4,44.6) | (26.2,49.6) | (29.1,40.8) | (37.8,42.3) | (39.4,54.5) |
| Positive | 17.9 | 31.1 | 37.5 | 40.8 | 33.6 | 24.9 |
| | (11.2,27.2) | (28.5,33.9) | (26.7,49.7) | (35.1,46.8) | (30.9,36.4) | (17.1,34.7) |
| Very positive | 8.1* | 12.1 | 11.9* | 13.1 | 11.7 | 15.3* |
| | (4.1,15.4) | (10.5,13.9) | (5.2,25.0) | (10.9,15.7) | (10.2,13.5) | (8.3,26.7) |

\* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17c.3**
*Attitude When Talking With Children About Serving in the Military, But Not as a Career: By Retirement/Separation*

17c. When you talk with your children about their future, how positive or negative are you about the following? Serving in the military, but not as a career

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 98 | 120 | 122 | 169 | 140 | 214 |
| Responding on Item | 2,597 | 1,471 | 3,104 | 694 | 4,283 | 1,221 |
| Very negative | 4.2 | 15.3 | 3.1* | 3.1* | 2.8 | 8.6* |
| | (2.7,6.4) | (9.3,24.2) | (1.5,6.2) | (1.3,7.1) | (1.7,4.8) | (4.4,16.1) |
| Negative | 7.2 | 12.3 | 8.7 | 6.4* | 11.6 | 6.6 |
| | (4.2,12.0) | (7.7,19.1) | (6.8,11.1) | (2.7,14.4) | (9.6,13.9) | (3.8,11.3) |
| Neither positive nor negative | 37.9 | 41.7 | 39.3 | 50.5 | 42.0 | 39.7 |
| | (32.3,43.7) | (34.8,49.0) | (35.6,43.1) | (36.5,64.4) | (37.0,47.2) | (32.5,47.3) |
| Positive | 38.5 | 21.5 | 34.4 | 27.6 | 32.1 | 34.3 |
| | (34.1,43.1) | (16.1,28.0) | (29.9,39.2) | (17.5,40.6) | (27.5,37.0) | (28.1,41.2) |
| Very positive | 12.3 | 9.2 | 14.5 | 12.4 | 11.5 | 10.7 |
| | (9.0,16.6) | (6.3,13.3) | (11.9,17.7) | (7.1,20.7) | (9.1,14.5) | (6.4,17.5) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17d.1**
*Attitude When Talking With Children About Part-time (National Guard/Reserve) Opportunities in the Military: By Service*

17d. When you talk with your children about their future, how positive or negative are you about the following? Part-time (National Guard/Reserve) opportunities in the military

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | 547 |
| Not Responding on Item | 902 | 902 | 466 | 139 | 79 | 218 | 0 |
| Responding on Item | 13,356 | 13,017 | 3,975 | 3,493 | 954 | 4,596 | 339 |
| Very negative | 8.0 | 8.0 | 8.9 | 6.0 | 10.4 | 8.3 | 6.5* |
| | (6.8,9.4) | (6.8,9.5) | (7.1,11.3) | (3.7,9.7) | (6.8,15.6) | (6.3,10.9) | (6.1,6.9) |
| Negative | 15.2 | 15.5 | 13.9 | 16.7 | 16.3 | 15.7 | 6.5* |
| | (13.1,17.6) | (13.3,17.9) | (11.5,16.6) | (12.2,22.5) | (12.2,21.5) | (11.5,21.0) | (6.1,6.9) |
| Neither positive nor negative | 51.2 | 50.4 | 45.3 | 55.2 | 55.4 | 50.2 | 80.6* |
| | (48.2,54.1) | (47.4,53.4) | (42.3,48.2) | (46.0,64.1) | (49.9,60.7) | (46.4,54.0) | (66.9,89.6) |
| Positive | 18.5 | 18.8 | 23.8 | 16.3 | 13.5 | 17.4 | 6.5* |
| | (16.5,20.6) | (16.8,21.0) | (20.8,27.1) | (11.6,22.4) | (7.9,22.2) | (14.8,20.4) | (1.1,29.3) |
| Very positive | 7.1 | 7.3 | 8.1 | 5.8 | 4.4* | 8.4 | 0.0* |
| | (5.7,8.9) | (5.9,9.1) | (6.7,9.9) | (4.4,7.5) | (2.3,8.5) | (5.1,13.5) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17d.2**
*Attitude When Talking With Children About Part-time (National Guard/Reserve) Opportunities in the Military: By Paygrade and Gender*

17d. When you talk with your children about their future, how positive or negative are you about the following? Part-time (National Guard/Reserve) opportunities in the military

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | 61,264 | 11,238 |
| Not Responding on Item | 360 | 440 | 23 | 71 | 764 | 129 |
| Responding on Item | 923 | 8,887 | 422 | 3,121 | 11,953 | 1,378 |
| Very negative | 9.8* | 8.6 | 5.4* | 6.2 | 8.3 | 5.7* |
| | (5.0,18.1) | (7.0,10.4) | (1.9,14.3) | (4.4,8.5) | (7.0,9.8) | (2.4,13.0) |
| Negative | 20.8* | 14.9 | 12.8* | 14.8 | 15.4 | 12.7 |
| | (10.8,36.2) | (12.3,17.9) | (6.8,22.8) | (11.9,18.3) | (13.3,17.8) | (7.0,21.9) |
| Neither positive nor negative | 39.1 | 51.3 | 35.5 | 56.5 | 52.3 | 41.4 |
| | (29.8,49.2) | (49.0,53.6) | (24.6,48.3) | (46.9,65.7) | (49.7,54.9) | (32.1,51.5) |
| Positive | 25.3 | 17.9 | 38.5 | 15.5 | 17.8 | 24.8 |
| | (15.9,37.8) | (16.0,19.9) | (26.1,52.6) | (11.3,20.7) | (15.6,20.1) | (17.7,33.7) |
| Very positive | 5.1* | 7.4 | 7.8* | 7.0 | 6.2 | 15.4 |
| | (2.4,10.6) | (5.6,9.5) | (3.2,17.9) | (4.1,11.8) | (4.9,8.0) | (11.0,21.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17d.3**
*Attitude When Talking With Children About Part-time (National Guard/Reserve) Opportunities in the Military:  By Retirement/Separation*

17d.  When you talk with your children about their future, how positive or negative are you about the following?  Part-time (National Guard/Reserve) opportunities in the military

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 122 | 120 | 141 | 196 | 122 | 202 |
| Responding on Item | 2,573 | 1,471 | 3,085 | 668 | 4,301 | 1,233 |
| Very negative | 8.0 | 16.2 | 7.8 | 6.9* | 6.2 | 5.0 |
| | (6.1,10.5) | (10.3,24.4) | (5.0,11.9) | (2.6,16.9) | (4.7,8.2) | (2.9,8.7) |
| Negative | 15.8 | 18.3 | 15.8 | 15.6 | 14.4 | 11.8 |
| | (10.5,23.1) | (11.9,27.2) | (11.6,21.1) | (8.9,26.0) | (11.3,18.2) | (7.1,19.0) |
| Neither positive nor negative | 44.6 | 38.6 | 51.2 | 38.5 | 60.9 | 52.6 |
| | (39.0,50.3) | (32.3,45.2) | (45.7,56.8) | (28.8,49.2) | (55.4,66.1) | (42.1,62.9) |
| Positive | 24.7 | 21.4 | 16.1 | 30.2 | 13.4 | 19.3 |
| | (21.3,28.3) | (16.4,27.5) | (12.8,20.1) | (18.5,45.1) | (10.5,16.9) | (13.0,27.6) |
| Very positive | 6.9* | 5.6 | 9.1 | 8.8* | 5.1 | 11.2 |
| | (3.8,12.4) | (3.3,9.2) | (6.9,11.8) | (4.4,16.9) | (3.4,7.6) | (6.5,18.8) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17e.1**
*Attitude When Talking With Children About Career Opportunities as a Civilian Federal Government Employee: By Service*

17e. When you talk with your children about their future, how positive or negative are you about the following? Career opportunities as a civilian federal government employee

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | 547 |
| Not Responding on Item | 833 | 833 | 406 | 166 | 77 | 183 | 0 |
| Responding on Item | 13,425 | 13,086 | 4,035 | 3,466 | 955 | 4,630 | 339 |
| Very negative | 4.1 | 4.2 | 4.3 | 2.6* | 3.5* | 5.4 | 3.2* |
| | (3.2,5.3) | (3.2,5.4) | (3.3,5.5) | (0.8,7.6) | (1.8,6.6) | (4.0,7.3) | (0.6,16.0) |
| Negative | 8.6 | 8.6 | 4.6 | 11.2 | 9.8 | 9.9 | 6.5* |
| | (7.1,10.3) | (7.1,10.4) | (3.5,5.9) | (8.7,14.3) | (6.6,14.3) | (6.7,14.5) | (6.1,6.9) |
| Neither positive nor negative | 49.6 | 49.6 | 43.7 | 49.0 | 53.2 | 54.3 | 51.6* |
| | (45.9,53.4) | (45.7,53.4) | (40.7,46.7) | (42.1,56.0) | (40.8,65.1) | (45.5,62.9) | (36.2,66.7) |
| Positive | 26.6 | 26.5 | 31.6 | 24.9 | 23.2 | 23.8 | 32.3* |
| | (24.6,28.8) | (24.4,28.7) | (27.8,35.6) | (22.4,27.6) | (14.2,35.6) | (20.0,28.1) | (22.7,43.6) |
| Very positive | 11.0 | 11.2 | 15.8 | 12.3 | 10.3 | 6.5 | 6.5* |
| | (9.2,13.2) | (9.3,13.4) | (12.8,19.4) | (7.6,19.2) | (7.9,13.4) | (4.6,9.0) | (6.1,6.9) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17e.2**
*Attitude When Talking With Children About Career Opportunities as a Civilian Federal Government Employee:  By Paygrade and Gender*

17e.   When you talk with your children about their future, how positive or negative are you about the following?  Career opportunities as a civilian federal government employee

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | 61,264 | 11,238 |
| Not Responding on Item | 312 | 444 | 23 | 46 | 703 | 120 |
| Responding on Item | 970 | 8,883 | 422 | 3,146 | 12,014 | 1,387 |
| Very negative | 5.3* | 2.9 | 3.9* | 7.3 | 4.5 | 0.9* |
| | (2.3,11.9) | (2.1,4.0) | (1.1,12.3) | (4.4,11.9) | (3.5,5.8) | (0.3,2.5) |
| Negative | 7.1* | 6.3 | 23.0* | 13.5 | 9.2 | 2.5* |
| | (2.0,22.8) | (4.7,8.4) | (12.2,39.1) | (9.7,18.5) | (7.5,11.1) | (1.0,6.4) |
| Neither positive nor negative | 34.8 | 50.9 | 37.3 | 52.3 | 49.9 | 47.2 |
| | (26.3,44.4) | (46.5,55.3) | (25.1,51.3) | (43.5,61.0) | (46.0,53.7) | (39.8,54.8) |
| Positive | 29.3 | 28.9 | 28.3 | 19.1 | 26.0 | 32.3 |
| | (17.1,45.5) | (27.0,30.9) | (18.3,41.1) | (14.8,24.4) | (23.9,28.3) | (26.0,39.4) |
| Very positive | 23.4 | 11.0 | 7.5 | 7.8 | 10.4 | 17.0 |
| | (13.5,37.4) | (8.8,13.8) | (4.2,13.2) | (6.0,10.1) | (8.5,12.6) | (12.0,23.6) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17e.3**
*Attitude When Talking With Children About Career Opportunities as a Civilian Federal Government Employee:  By Retirement/Separation*

17e.  When you talk with your children about their future, how positive or negative are you about the following?  Career opportunities as a civilian federal government employee

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 127 | 117 | 120 | 146 | 104 | 219 |
| Responding on Item | 2,568 | 1,473 | 3,106 | 718 | 4,320 | 1,216 |
| Very negative | 7.2 | 7.2* | 2.6* | 2.5* | 3.0* | 2.5* |
| | (4.3,12.0) | (3.9,13.0) | (1.3,5.0) | (0.9,6.5) | (1.7,5.4) | (1.1,5.6) |
| Negative | 7.1 | 8.0* | 8.1 | 5.6* | 11.1 | 5.5* |
| | (3.9,12.5) | (3.7,16.5) | (5.3,12.2) | (2.2,13.7) | (9.3,13.1) | (2.7,10.9) |
| Neither positive nor negative | 45.5 | 47.8 | 52.4 | 41.7 | 53.9 | 43.9 |
| | (36.4,54.9) | (41.1,54.6) | (46.3,58.5) | (31.0,53.2) | (47.2,60.4) | (35.1,53.2) |
| Positive | 29.1 | 24.1 | 25.7 | 33.2 | 23.5 | 34.5 |
| | (23.2,35.8) | (18.4,30.9) | (21.4,30.6) | (19.8,50.1) | (18.7,29.0) | (27.3,42.6) |
| Very positive | 11.1 | 12.8 | 11.1 | 17.0* | 8.6 | 13.5 |
| | (8.9,13.7) | (9.2,17.7) | (8.2,14.9) | (6.9,36.3) | (5.7,12.7) | (8.3,21.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17f.1**
*Attitude When Talking With Children About Career Opportunities in the Civilian Sector: By Service*

17f. When you talk with your children about their future, how positive or negative are you about the following? Career opportunities in the civilian sector

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | 547 |
| Not Responding on Item | 920 | 909 | 468 | 160 | 98 | 183 | 11 |
| Responding on Item | 13,338 | 13,010 | 3,973 | 3,472 | 934 | 4,630 | 328 |
| Very negative | 0.6* | 0.6* | 1.0 | 0.0 | 0.7* | 0.8* | 0.0* |
| | *(0.3,1.2)* | *(0.3,1.2)* | *(0.6,1.6)* | *(N/A,N/A)* | *(0.2,2.7)* | *(0.2,3.0)* | *(N/A,N/A)* |
| Negative | 0.9 | 0.9 | 0.6* | 0.5* | 1.3* | 1.4* | 0.0* |
| | *(0.5,1.5)* | *(0.5,1.5)* | *(0.3,1.2)* | *(0.1,2.6)* | *(0.4,4.7)* | *(0.6,2.9)* | *(N/A,N/A)* |
| Neither positive nor negative | 18.2 | 18.3 | 16.4 | 19.6 | 15.6* | 19.5 | 16.7* |
| | *(16.8,19.8)* | *(16.8,19.9)* | *(14.4,18.6)* | *(16.2,23.5)* | *(7.9,28.7)* | *(17.7,21.4)* | *(9.7,27.2)* |
| Positive | 41.1 | 40.8 | 41.4 | 39.0 | 35.8 | 42.8 | 53.3* |
| | *(38.6,43.8)* | *(38.3,43.5)* | *(37.1,45.8)* | *(33.2,45.1)* | *(24.7,48.7)* | *(39.1,46.5)* | *(34.1,71.6)* |
| Very positive | 39.1 | 39.4 | 40.7 | 40.9 | 46.6 | 35.6 | 30.0* |
| | *(36.0,42.3)* | *(36.3,42.6)* | *(36.9,44.6)* | *(31.6,51.0)* | *(40.9,52.4)* | *(32.2,39.2)* | *(10.5,60.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17f.2**
*Attitude When Talking With Children About Career Opportunities in the Civilian Sector:  By Paygrade and Gender*

17f.  When you talk with your children about their future, how positive or negative are you about the following?  Career opportunities in the civilian sector

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | 61,264 | 11,238 |
| Not Responding on Item | 362 | 472 | 23 | 55 | 789 | 122 |
| Responding on Item | 921 | 8,855 | 422 | 3,137 | 11,928 | 1,385 |
| Very negative | 2.2* | 0.6* | 0.0 | 0.2* | 0.6* | 0.5* |
| | (0.9,5.1) | (0.2,1.6) | (N/A,N/A) | (0.0,0.6) | (0.3,1.3) | (0.1,1.9) |
| Negative | 1.7* | 0.7 | 0.7* | 1.0* | 0.8 | 0.4* |
| | (0.3,9.4) | (0.4,1.2) | (0.1,3.9) | (0.3,3.5) | (0.4,1.4) | (0.1,2.5) |
| Neither positive nor negative | 19.3 | 19.1 | 12.4* | 16.3 | 17.9 | 21.5 |
| | (13.0,27.7) | (17.4,20.9) | (6.1,23.4) | (12.6,20.8) | (16.2,19.7) | (14.9,30.0) |
| Positive | 41.8 | 38.6 | 43.7 | 47.7 | 41.3 | 40.4 |
| | (26.8,58.5) | (35.6,41.8) | (35.6,52.2) | (43.1,52.3) | (38.6,44.1) | (30.9,50.7) |
| Very positive | 34.9 | 40.9 | 43.3 | 34.9 | 39.4 | 37.2 |
| | (22.5,49.9) | (37.2,44.8) | (33.2,53.9) | (29.4,40.8) | (36.3,42.5) | (30.0,45.0) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.
† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17f.3**
*Attitude When Talking With Children About Career Opportunities in the Civilian Sector:  By Retirement/Separation*

17f.  When you talk with your children about their future, how positive or negative are you about the following?  Career opportunities in the civilian sector

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 140 | 122 | 131 | 199 | 133 | 195 |
| Responding on Item | 2,554 | 1,468 | 3,095 | 665 | 4,290 | 1,241 |
| Very negative | 0.6* | 1.6* | 0.0 | 2.2* | 0.4* | 1.0* |
| | (0.1,2.6) | (0.6,4.5) | (N/A,N/A) | (0.8,5.8) | (0.1,1.6) | (0.4,2.6) |
| Negative | 1.0* | 1.1* | 0.7* | 3.2* | 0.7 | 0.0 |
| | (0.3,3.4) | (0.4,2.8) | (0.2,2.3) | (0.8,12.4) | (0.5,0.9) | (N/A,N/A) |
| Neither positive nor negative | 16.8 | 14.4 | 16.4 | 20.2 | 21.0 | 20.3 |
| | (14.1,19.9) | (9.6,21.0) | (12.7,20.8) | (12.0,32.0) | (17.3,25.2) | (14.6,27.5) |
| Positive | 40.1 | 36.9 | 41.5 | 43.7 | 43.4 | 38.8 |
| | (32.6,48.0) | (29.5,44.9) | (36.0,47.2) | (32.5,55.7) | (39.4,47.5) | (28.6,50.1) |
| Very positive | 41.5 | 46.1 | 41.4 | 30.7 | 34.6 | 39.9 |
| | (34.3,49.2) | (38.7,53.7) | (36.7,46.3) | (21.5,41.7) | (31.2,38.1) | (30.3,50.3) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17g.1**
*Attitude When Talking With Children About Seeking a College Education:  By Service*

17g.  When you talk with your children about their future, how positive or negative are you about the following?  Seeking a college education

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 72,620 | 72,073 | 32,921 | 15,800 | 10,405 | 12,947 | 547 |
| Not Responding on Item | 779 | 779 | 417 | 129 | 71 | 161 | 0 |
| Responding on Item | 13,480 | 13,141 | 4,024 | 3,503 | 962 | 4,652 | 339 |
| Very negative | 0.3* | 0.3* | 0.5* | 0.0 | 0.6* | 0.2* | 0.0* |
| | (0.1,0.6) | (0.1,0.6) | (0.3,1.1) | (N/A,N/A) | (0.2,2.7) | (0.0,1.3) | (N/A,N/A) |
| Negative | 0.4* | 0.4* | 0.4* | 1.1* | 0.5* | 0.0 | 0.0* |
| | (0.2,1.1) | (0.2,1.1) | (0.2,1.0) | (0.3,3.9) | (0.1,2.7) | (N/A,N/A) | (N/A,N/A) |
| Neither positive nor negative | 4.0 | 4.1 | 5.1 | 4.6 | 4.6* | 2.8 | 0.0* |
| | (2.8,5.7) | (2.9,5.9) | (3.6,7.3) | (1.8,11.4) | (2.0,10.3) | (1.6,4.9) | (N/A,N/A) |
| Positive | 10.8 | 10.7 | 11.2 | 11.6 | 6.7 | 10.5 | 16.1* |
| | (9.4,12.4) | (9.3,12.3) | (9.5,13.0) | (8.1,16.4) | (4.5,9.7) | (8.2,13.3) | (11.5,22.2) |
| Very positive | 84.4 | 84.4 | 82.8 | 82.7 | 87.6 | 86.5 | 83.9* |
| | (82.0,86.5) | (82.0,86.6) | (80.5,84.9) | (75.0,88.4) | (81.3,92.0) | (82.6,89.5) | (77.8,88.5) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17g.2**
*Attitude When Talking With Children About Seeking a College Education:  By Paygrade and Gender*

17g.  When you talk with your children about their future, how positive or negative are you about the following?  Seeking a college education

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | **Enlisted** | | **Officers** | | | **Male** | **Female** |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | | | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 45,371 | 19,702 | 5,273 | 2,235 | | 61,264 | 11,238 |
| Not Responding on Item | 354 | 360 | 23 | 33 | | 663 | 106 |
| Responding on Item | 929 | 8,967 | 422 | 3,159 | | 12,054 | 1,401 |
| Very negative | 1.6* | 0.2* | 0.0 | 0.1* | | 0.3* | 0.2* |
| | (0.6,4.3) | (0.1,0.7) | (N/A,N/A) | (0.0,0.4) | | (0.1,0.6) | (0.0,1.3) |
| Negative | 2.2* | 0.4* | 0.7* | 0.1* | | 0.3* | 0.0 |
| | (0.5,9.2) | (0.1,1.3) | (0.1,3.9) | (0.0,0.4) | | (0.1,1.0) | (N/A,N/A) |
| Neither positive nor negative | 8.5* | 4.6 | 3.1* | 1.1* | | 4.3 | 2.3* |
| | (4.2,16.5) | (3.0,7.1) | (0.6,13.5) | (0.6,2.2) | | (2.9,6.1) | (1.0,5.0) |
| Positive | 7.2 | 13.1 | 3.6* | 6.6 | | 11.0 | 9.5* |
| | (4.2,12.1) | (11.2,15.2) | (0.9,12.6) | (4.9,8.9) | | (9.7,12.5) | (5.1,17.0) |
| Very positive | 80.5 | 81.7 | 92.7 | 92.1 | | 84.1 | 88.0 |
| | (72.3,86.7) | (78.5,84.6) | (81.3,97.4) | (90.3,93.6) | | (81.7,86.2) | (81.1,92.6) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 17g.3**
*Attitude When Talking With Children About Seeking a College Education:  By Retirement/Separation*

17g.   When you talk with your children about their future, how positive or negative are you about the following?  Seeking a college education

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,192 | 16,380 | 1,320 | 22,769 | 2,013 | 28,756 |
| Not Responding on Item | 71 | 116 | 100 | 196 | 101 | 194 |
| Responding on Item | 2,624 | 1,474 | 3,126 | 668 | 4,322 | 1,241 |
| Very negative | 0.1* | 1.2* | 0.0 | 1.7* | 0.1* | 0.3* |
| | (0.0,0.6) | (0.3,4.0) | (N/A,N/A) | (0.5,5.3) | (0.0,0.3) | (0.0,1.4) |
| Negative | 0.0 | 0.9* | 0.1* | 2.4* | 0.6* | 0.0 |
| | (N/A,N/A) | (0.3,2.6) | (0.0,0.4) | (0.4,12.5) | (0.1,2.7) | (N/A,N/A) |
| Neither positive nor negative | 3.4 | 4.9* | 2.9* | 9.4* | 3.4* | 6.6* |
| | (2.1,5.4) | (2.3,10.1) | (1.3,6.7) | (4.2,19.5) | (1.7,6.6) | (3.6,11.8) |
| Positive | 12.3 | 12.1 | 9.6 | 6.3 | 11.5 | 9.9* |
| | (8.7,17.0) | (8.4,17.2) | (6.6,13.8) | (3.6,10.9) | (9.0,14.5) | (5.2,17.8) |
| Very positive | 84.2 | 81.0 | 87.4 | 80.2 | 84.4 | 83.3 |
| | (80.3,87.5) | (74.5,86.1) | (81.0,91.9) | (70.1,87.5) | (81.2,87.2) | (76.5,88.5) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not have children aged 10 and older with whom they talk about post-high school options (Q15 = 1).

**Table 18.1**
*Current Marital Status:  By Service*

18.  What is your current marital status?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 406 | 406 | 183 | 75 | 57 | 91 | 0 |
| Responding on Item | 86,472 | 85,586 | 37,179 | 19,357 | 11,381 | 17,669 | 886 |
| Married | 49.4 | 49.3 | 45.5 | 49.4 | 42.4 | 61.6 | 64.2 |
| | (48.2,50.7) | (48.0,50.5) | (43.3,47.7) | (46.9,51.8) | (40.4,44.5) | (58.9,64.1) | (60.8,67.4) |
| Separated | 2.9 | 2.9 | 3.1 | 3.5 | 2.7 | 1.7 | 2.5 |
| | (2.4,3.5) | (2.4,3.5) | (2.4,4.2) | (2.3,5.5) | (2.1,3.4) | (1.1,2.5) | (2.4,2.5) |
| Divorced | 6.4 | 6.4 | 6.2 | 6.1 | 4.1 | 8.8 | 7.4* |
| | (5.9,7.1) | (5.9,7.1) | (5.2,7.4) | (4.9,7.6) | (3.5,4.8) | (7.9,9.9) | (3.9,13.5) |
| Widowed | 0.1 | 0.1 | 0.1 | 0.0* | 0.2* | 0.1* | 0.0 |
| | (0.1,0.2) | (0.1,0.2) | (0.1,0.2) | (0.0,0.2) | (0.1,0.4) | (0.0,0.4) | (N/A,N/A) |
| Never married | 41.2 | 41.3 | 45.1 | 40.9 | 50.6 | 27.8 | 25.9 |
| | (40.3,42.0) | (40.5,42.1) | (44.0,46.2) | (39.5,42.4) | (48.8,52.4) | (25.1,30.8) | (18.8,34.6) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 18.2**
*Current Marital Status: By Paygrade and Gender*

18. What is your current marital status?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 204 | 169 | 29 | 4 | 375 | 30 |
| Responding on Item | 46,450 | 28,860 | 5,689 | 5,423 | 73,606 | 12,715 |
| Married | 33.4 | 64.7 | 63.8 | 90.2 | 49.0 | 52.0 |
| | (31.5,35.3) | (63.2,66.2) | (61.6,66.0) | (88.9,91.4) | (47.6,50.4) | (49.1,54.7) |
| Separated | 3.2 | 3.0 | 0.6* | 1.7* | 2.9 | 2.9 |
| | (2.4,4.1) | (2.4,3.9) | (0.3,1.2) | (0.8,3.9) | (2.3,3.6) | (2.2,3.7) |
| Divorced | 4.4 | 10.6 | 4.1 | 4.3 | 5.7 | 10.8 |
| | (3.6,5.4) | (9.6,11.6) | (2.9,5.8) | (3.4,5.5) | (5.0,6.3) | (9.3,12.6) |
| Widowed | 0.1* | 0.1* | 0.0* | 0.2* | 0.1 | 0.1* |
| | (0.1,0.2) | (0.1,0.2) | (0.0,0.3) | (0.1,0.5) | (0.1,0.2) | (0.0,0.4) |
| Never married | 58.9 | 21.6 | 31.4 | 3.5 | 42.4 | 34.2 |
| | (57.8,60.0) | (20.2,23.0) | (30.0,32.8) | (2.8,4.4) | (41.5,43.3) | (31.6,36.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 18.3**
*Current Marital Status: By Retirement/Separation*

18. What is your current marital status?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 24 | 133 | 28 | 55 | 9 | 156 |
| Responding on Item | 3,863 | 17,837 | 4,518 | 23,578 | 6,427 | 30,035 |
| Married | 85.4 | 51.4 | 85.6 | 35.1 | 84.8 | 41.8 |
| | *(81.1,88.8)* | *(48.9,53.8)* | *(81.6,88.9)* | *(33.4,36.9)* | *(82.2,87.0)* | *(39.8,43.9)* |
| Separated | 1.8* | 4.7 | 1.6* | 2.3 | 2.2* | 2.6 |
| | *(0.6,4.9)* | *(3.3,6.9)* | *(0.7,3.9)* | *(1.8,3.1)* | *(1.1,4.2)* | *(2.1,3.2)* |
| Divorced | 10.0 | 7.7 | 8.8 | 4.2 | 9.2 | 6.1 |
| | *(6.9,14.3)* | *(6.7,8.8)* | *(6.8,11.3)* | *(3.4,5.2)* | *(7.5,11.2)* | *(5.1,7.3)* |
| Widowed | 0.2* | 0.1* | 0.2* | 0.1* | 0.1* | 0.1* |
| | *(0.1,0.8)* | *(0.0,0.3)* | *(0.1,0.5)* | *(0.1,0.3)* | *(0.0,0.3)* | *(0.1,0.3)* |
| Never married | 2.6* | 36.2 | 3.7 | 58.2 | 3.8 | 49.3 |
| | *(1.4,4.8)* | *(33.4,39.0)* | *(2.3,6.0)* | *(56.6,59.8)* | *(2.4,5.9)* | *(47.7,51.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 19.1**
*Off-Duty Time Spent on Second Job or Own Business:  By Service*

19.  During your off-duty time, did you hold a second job or work at your own business?

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | 188 | 188 | 100 | 56 | 23 | 9 | 0 |
| Not Responding on Item | | | | | | | | |
| Responding on Item | 86,690 | 85,804 | 37,262 | 19,376 | 11,415 | 17,751 | 886 |
| Yes | 17.7 | 17.4 | 12.7 | 20.4 | 19.9 | 22.5 | 45.7 |
| | (16.9,18.6) | (16.6,18.3) | (11.7,13.8) | (18.4,22.5) | (18.1,21.9) | (20.3,24.9) | (39.6,51.9) |
| No | 82.3 | 82.6 | 87.3 | 79.6 | 80.1 | 77.5 | 54.3 |
| | (81.4,83.1) | (81.7,83.4) | (86.2,88.3) | (77.5,81.6) | (78.1,81.9) | (75.1,79.7) | (48.1,60.4) |

**Table 19.2**

*Off-Duty Time Spent on Second Job or Own Business: By Paygrade and Gender*

19. During your off-duty time, did you hold a second job or work at your own business?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 121 | 44 | 19 | 4 | 164 | 24 |
| Responding on Item | 46,533 | 28,985 | 5,699 | 5,423 | 73,817 | 12,721 |
| Yes | 15.6 | 24.3 | 7.9 | 11.0 | 18.1 | 15.5 |
| | (14.5,16.8) | (22.7,25.9) | (5.9,10.6) | (8.6,13.9) | (17.2,19.0) | (13.3,17.9) |
| No | 84.4 | 75.7 | 92.1 | 89.0 | 81.9 | 84.5 |
| | (83.2,85.5) | (74.1,77.3) | (89.4,94.1) | (86.1,91.4) | (81.0,82.8) | (82.1,86.7) |

**Table 19.3**
*Off-Duty Time Spent on Second Job or Own Business: By Retirement/Separation*

19. During your off-duty time, did you hold a second job or work at your own business?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 21 | 3 | 53 | 18 | 85 |
| Responding on Item | 3,887 | 17,949 | 4,543 | 23,580 | 6,418 | 30,106 |
| Yes | 21.3 | 20.4 | 23.8 | 15.4 | 24.1 | 15.2 |
| | (17.4,25.8) | (18.9,22.1) | (21.4,26.4) | (13.8,17.1) | (20.7,27.8) | (14.1,16.3) |
| No | 78.7 | 79.6 | 76.2 | 84.6 | 75.9 | 84.8 |
| | (74.2,82.6) | (77.9,81.1) | (73.6,78.6) | (82.9,86.2) | (72.2,79.3) | (83.7,85.9) |

**Table 20.1**
*Off-Duty Hours Per Week Spent at Civilian Job or Working at Own Business:  By Service*

20.  On average, how many hours a week did you spend working at a civilian job or working at your own business during your off-duty hours?

*For example, if you worked 9 hours, enter "09" in the boxes.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | **Total** | **Army** | **Navy** | **Marine Corps** | **Air Force** | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 410 | 399 | 119 | 152 | 46 | 82 | 11 |
| Responding on Item | 86,468 | 85,593 | 37,243 | 19,280 | 11,392 | 17,678 | 875 |
| 0 hours† | 82.6 | 82.9 | 87.4 | 80.2 | 80.3 | 78.0 | 55.0 |
| | *(81.8,83.4)* | *(82.0,83.7)* | *(86.3,88.4)* | *(78.2,82.0)* | *(78.3,82.1)* | *(75.6,80.3)* | *(47.3,62.5)* |
| 1-20 hours | 10.6 | 10.4 | 7.6 | 11.3 | 9.9 | 15.7 | 32.5 |
| | *(10.0,11.3)* | *(9.8,11.1)* | *(7.0,8.3)* | *(9.5,13.3)* | *(8.6,11.5)* | *(13.8,17.8)* | *(30.9,34.1)* |
| 21-34 hours | 5.0 | 4.9 | 4.0 | 5.9 | 6.2 | 5.1 | 10.0 |
| | *(4.4,5.6)* | *(4.4,5.5)* | *(3.3,4.8)* | *(4.5,7.6)* | *(5.3,7.2)* | *(3.8,6.8)* | *(6.4,15.3)* |
| 35-40 hours | 1.4 | 1.4 | 0.8 | 2.2 | 2.5 | 0.9* | 2.5* |
| | *(1.1,1.7)* | *(1.1,1.6)* | *(0.5,1.2)* | *(1.7,2.9)* | *(2.0,3.1)* | *(0.5,1.6)* | *(0.4,12.8)* |
| 41 hours or more | 0.4 | 0.4 | 0.2* | 0.5* | 1.1 | 0.3* | 0.0 |
| | *(0.3,0.5)* | *(0.3,0.5)* | *(0.1,0.3)* | *(0.2,1.0)* | *(0.8,1.5)* | *(0.1,0.7)* | *(N/A,N/A)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who did not hold a second job or work at own business (Q19 = 2) are counted as zero hours.

**Table 20.2**
*Off-Duty Hours Per Week Spent at Civilian Job or Working at Own Business: By Paygrade and Gender*

20. On average, how many hours a week did you spend working at a civilian job or working at your own business during your off-duty hours?

*For example, if you worked 9 hours, enter "09" in the boxes.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 234 | 134 | 11 | 32 | 355 | 54 |
| Responding on Item | 46,420 | 28,895 | 5,707 | 5,395 | 73,626 | 12,691 |
| 0 hours† | 84.7 | 76.1 | 92.1 | 89.5 | 82.2 | 84.9 |
| | (83.5,85.8) | (74.5,77.7) | (89.5,94.1) | (86.4,91.9) | (81.3,83.1) | (82.4,87.0) |
| 1-20 hours | 8.3 | 15.4 | 7.4 | 9.4 | 10.6 | 11.0 |
| | (7.4,9.2) | (14.3,16.4) | (5.4,10.2) | (7.1,12.4) | (10.0,11.2) | (9.0,13.3) |
| 21-34 hours | 5.5 | 6.0 | 0.1* | 0.5* | 5.3 | 3.2 |
| | (4.7,6.4) | (5.0,7.1) | (0.0,0.4) | (0.2,1.2) | (4.7,6.0) | (2.4,4.1) |
| 35-40 hours | 1.2 | 2.0 | 0.2* | 0.5* | 1.5 | 1.0 |
| | (0.9,1.6) | (1.6,2.7) | (0.0,0.9) | (0.1,2.2) | (1.2,1.8) | (0.6,1.6) |
| 41 hours or more | 0.4 | 0.5* | 0.2* | 0.1* | 0.5 | 0.0* |
| | (0.2,0.6) | (0.3,0.9) | (0.0,1.0) | (0.0,0.3) | (0.3,0.6) | (0.0,0.2) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who did not hold a second job or work at own business (Q19 = 2) are counted as zero hours.

**Table 20.3**
*Off-Duty Hours Per Week Spent at Civilian Job or Working at Own Business:  By Retirement/Separation*

20.  On average, how many hours a week did you spend working at a civilian job or working at your own business during your off-duty hours?

*For example, if you worked 9 hours, enter "09" in the boxes.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 28 | 90 | 17 | 107 | 40 | 121 |
| Responding on Item | 3,859 | 17,880 | 4,529 | 23,526 | 6,396 | 30,070 |
| 0 hours† | 79.2 | 80.0 | 76.7 | 84.9 | 76.4 | 85.1 |
|  | (74.7,83.1) | (78.4,81.5) | (74.2,79.0) | (83.2,86.4) | (72.8,79.7) | (84.0,86.1) |
| 1-20 hours | 12.6 | 10.9 | 15.0 | 8.9 | 17.8 | 9.5 |
|  | (9.9,15.9) | (9.8,12.1) | (13.2,17.0) | (7.8,10.2) | (14.8,21.3) | (8.6,10.5) |
| 21-34 hours | 6.2 | 6.6 | 5.4 | 4.7 | 3.5 | 4.3 |
|  | (4.4,8.6) | (5.5,7.9) | (3.5,8.3) | (3.7,6.0) | (2.2,5.4) | (3.7,5.0) |
| 35-40 hours | 1.8* | 2.1 | 2.3 | 1.0 | 1.6 | 0.9 |
|  | (0.8,4.0) | (1.5,3.0) | (1.7,3.1) | (0.6,1.6) | (1.1,2.4) | (0.7,1.2) |
| 41 hours or more | 0.1* | 0.4* | 0.6* | 0.5 | 0.6* | 0.2 |
|  | (0.0,0.7) | (0.2,0.8) | (0.2,2.0) | (0.3,0.7) | (0.2,1.7) | (0.2,0.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

†Separatees who did not hold a second job or work at own business (Q19 = 2) are counted as zero hours.

**Table 21.1**
*Description of Financial Condition:  By Service*

21.  Which of the following best describes the financial condition of you (and your spouse)?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 816 | 816 | 424 | 179 | 87 | 127 | 0 |
| Responding on Item | 86,062 | 85,176 | 36,938 | 19,253 | 11,351 | 17,633 | 886 |
| Very comfortable and secure | 17.7 | 17.7 | 14.5 | 20.7 | 16.9 | 21.7 | 19.8 |
| | *(16.9,18.6)* | *(16.9,18.6)* | *(13.6,15.5)* | *(18.7,22.9)* | *(15.1,18.8)* | *(19.6,24.0)* | *(15.7,24.5)* |
| Able to make ends meet without much difficulty | 43.6 | 43.6 | 40.4 | 46.3 | 44.9 | 46.6 | 43.2 |
| | *(42.5,44.7)* | *(42.5,44.7)* | *(38.8,42.0)* | *(44.2,48.5)* | *(43.1,46.7)* | *(43.2,50.1)* | *(35.1,51.7)* |
| Occasionally have some difficulty making ends meet | 24.7 | 24.7 | 27.4 | 23.0 | 24.7 | 21.1 | 22.2 |
| | *(23.6,25.9)* | *(23.6,25.9)* | *(25.7,29.3)* | *(20.5,25.7)* | *(22.5,26.9)* | *(19.0,23.3)* | *(18.2,26.8)* |
| Tough to make ends meet but keeping your head above water | 11.9 | 11.9 | 14.8 | 8.6 | 11.6 | 9.4 | 14.8 |
| | *(11.0,12.8)* | *(11.0,12.8)* | *(13.2,16.6)* | *(7.3,10.0)* | *(10.5,12.8)* | *(7.8,11.3)* | *(14.5,15.2)* |
| In over your head | 2.0 | 2.1 | 2.8 | 1.4 | 2.0 | 1.2* | 0.0 |
| | *(1.7,2.4)* | *(1.8,2.4)* | *(2.3,3.4)* | *(0.9,2.1)* | *(1.4,2.9)* | *(0.6,2.4)* | *(N/A,N/A)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 21.2**
*Description of Financial Condition: By Paygrade and Gender*

21. Which of the following best describes the financial condition of you (and your spouse)?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 528 | 234 | 27 | 28 | 676 | 133 |
| Responding on Item | 46,126 | 28,795 | 5,691 | 5,399 | 73,305 | 12,612 |
| Very comfortable and secure | 12.1 | 17.0 | 41.3 | 45.0 | 17.2 | 21.2 |
| | (11.0,13.2) | (15.7,18.4) | (38.3,44.4) | (42.2,47.9) | (16.4,18.0) | (18.9,23.6) |
| Able to make ends meet without much difficulty | 40.2 | 47.9 | 49.4 | 43.9 | 43.2 | 45.9 |
| | (38.6,41.8) | (45.8,50.0) | (46.4,52.5) | (41.2,46.6) | (42.0,44.5) | (43.2,48.6) |
| Occasionally have some difficulty making ends meet | 28.8 | 24.4 | 7.7 | 9.4 | 25.2 | 21.7 |
| | (27.0,30.7) | (22.9,25.9) | (5.7,10.3) | (7.8,11.4) | (24.0,26.5) | (19.9,23.6) |
| Tough to make ends meet but keeping your head above water | 15.8 | 9.7 | 1.3 | 1.6 | 12.2 | 10.0 |
| | (14.3,17.4) | (8.7,10.7) | (0.8,2.1) | (1.0,2.7) | (11.3,13.3) | (8.6,11.5) |
| In over your head | 3.1 | 1.0 | 0.2* | 0.0* | 2.2 | 1.3 |
| | (2.6,3.7) | (0.7,1.6) | (0.1,0.8) | (0.0,0.3) | (1.8,2.6) | (0.8,1.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 21.3**
*Description of Financial Condition: By Retirement/Separation*

21. Which of the following best describes the financial condition of you (and your spouse)?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8 | 189 | 26 | 163 | 75 | 319 |
| Responding on Item | 3,879 | 17,781 | 4,520 | 23,470 | 6,361 | 29,872 |
| Very comfortable and secure | 28.4 | 14.4 | 23.7 | 17.5 | 24.2 | 16.1 |
| | *(23.9,33.4)* | *(13.1,15.9)* | *(21.1,26.5)* | *(15.8,19.4)* | *(20.4,28.6)* | *(15.0,17.2)* |
| Able to make ends meet without much difficulty | 46.5 | 38.8 | 53.8 | 43.0 | 50.5 | 43.5 |
| | *(39.9,53.3)* | *(36.6,41.1)* | *(48.8,58.8)* | *(41.0,45.1)* | *(46.0,55.1)* | *(42.0,45.1)* |
| Occasionally have some difficulty making ends meet | 19.2 | 25.9 | 16.6 | 26.3 | 19.2 | 26.0 |
| | *(14.5,24.9)* | *(24.0,27.8)* | *(13.7,20.1)* | *(23.6,29.1)* | *(16.4,22.3)* | *(24.7,27.2)* |
| Tough to make ends meet but keeping your head above water | 5.8 | 17.4 | 5.6 | 11.2 | 4.8 | 12.5 |
| | *(3.9,8.5)* | *(15.4,19.6)* | *(3.1,9.8)* | *(9.8,12.9)* | *(3.1,7.3)* | *(11.3,13.7)* |
| In over your head | 0.1* | 3.5 | 0.3* | 1.9 | 1.3* | 1.9 |
| | *(0.0,0.4)* | *(2.5,4.8)* | *(0.1,1.5)* | *(1.3,2.7)* | *(0.5,3.6)* | *(1.5,2.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 22.1**
*Income or Financial Support Received During the Past 12 Months:  By Service*

22.  During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,425 | 1,425 | 636 | 286 | 189 | 314 | 0 |
| Responding on Item | 85,453 | 84,567 | 36,726 | 19,146 | 11,249 | 17,446 | 886 |
| A second job | 22.0 | 21.7 | 17.5 | 22.1 | 24.4 | 28.5 | 50.6 |
| | (21.0,23.1) | (20.7,22.8) | (16.5,18.5) | (19.4,25.1) | (23.0,25.8) | (25.4,31.8) | (49.4,51.8) |
| Alimony | 0.1 | 0.1 | 0.1* | 0.1* | 0.1* | 0.2* | 0.0 |
| | (0.1,0.2) | (0.1,0.2) | (0.0,0.2) | (0.0,0.3) | (0.0,0.3) | (0.1,0.6) | (N/A,N/A) |
| Child support | 3.2 | 3.2 | 2.6 | 3.1 | 1.9 | 5.3 | 4.9* |
| | (2.9,3.5) | (2.8,3.5) | (2.1,3.2) | (2.5,3.9) | (1.4,2.6) | (4.5,6.1) | (1.8,12.6) |
| Supplemental Security Income (SSI) | 0.4 | 0.4 | 0.3 | 0.5* | 0.5 | 0.4* | 0.0 |
| | (0.3,0.6) | (0.3,0.6) | (0.2,0.4) | (0.2,1.3) | (0.3,0.9) | (0.1,1.2) | (N/A,N/A) |
| Unemployment or Worker's compensation | 1.0 | 1.0 | 0.8 | 0.9* | 1.1 | 1.4 | 1.2* |
| | (0.8,1.3) | (0.8,1.2) | (0.7,1.1) | (0.5,1.8) | (0.7,1.6) | (0.9,2.2) | (0.2,6.9) |
| State-funded childcare assistance | 0.5 | 0.5 | 0.5 | 0.5* | 0.5* | 0.5* | 2.5 |
| | (0.4,0.8) | (0.4,0.7) | (0.3,0.9) | (0.3,0.9) | (0.3,1.0) | (0.2,1.3) | (2.4,2.5) |
| Women, Infants, and Children (WIC) | 7.2 | 7.2 | 8.2 | 5.9 | 8.8 | 5.3 | 7.4* |
| | (6.7,7.7) | (6.7,7.7) | (7.5,9.1) | (5.0,6.9) | (7.6,10.1) | (4.4,6.4) | (3.9,13.5) |
| Food Stamp Program | 0.8 | 0.8 | 1.2 | 0.3* | 0.6 | 0.6 | 0.0 |
| | (0.7,1.0) | (0.7,1.0) | (0.9,1.6) | (0.1,0.6) | (0.4,0.9) | (0.4,1.0) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 22.1 (continued)**
*Income or Financial Support Received During the Past 12 Months: By Service*

22. During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,425 | 1,425 | 636 | 286 | 189 | 314 | 0 |
| Responding on Item | 85,453 | 84,567 | 36,726 | 19,146 | 11,249 | 17,446 | 886 |
| Head Start Program | 0.3 | 0.3 | 0.3* | 0.2* | 0.2* | 0.5* | 0.0 |
| | *(0.2,0.4)* | *(0.2,0.4)* | *(0.1,0.5)* | *(0.1,0.4)* | *(0.1,0.3)* | *(0.2,1.1)* | *(N/A,N/A)* |
| Aid to Families with Dependent Children | 0.2* | 0.2* | 0.3* | 0.1* | 0.2* | 0.0 | 0.0 |
| (AFDC) | *(0.1,0.4)* | *(0.1,0.4)* | *(0.1,0.9)* | *(0.0,0.4)* | *(0.1,0.4)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Medicaid | 0.4 | 0.4 | 0.3 | 0.2* | 0.7* | 0.4* | 1.2* |
| | *(0.3,0.6)* | *(0.3,0.6)* | *(0.2,0.6)* | *(0.1,0.5)* | *(0.3,1.4)* | *(0.2,1.2)* | *(0.2,6.7)* |
| None of the above | 70.1 | 70.3 | 73.9 | 70.9 | 68.0 | 63.8 | 46.9 |
| | *(69.1,71.0)* | *(69.4,71.3)* | *(72.9,74.9)* | *(68.3,73.4)* | *(66.4,69.5)* | *(60.9,66.7)* | *(45.8,48.1)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 22.2**
*Income or Financial Support Received During the Past 12 Months: By Paygrade and Gender*

22. During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 734 | 433 | 152 | 107 | 1,217 | 203 |
| Responding on Item | 45,920 | 28,596 | 5,566 | 5,320 | 72,764 | 12,542 |
| A second job | 17.9 | 28.9 | 17.8 | 25.6 | 23.0 | 16.2 |
| | (16.6,19.2) | (26.8,31.0) | (15.4,20.5) | (22.1,29.4) | (21.9,24.1) | (13.7,19.0) |
| Alimony | 0.1* | 0.2* | 0.1* | 0.0* | 0.1* | 0.0* |
| | (0.0,0.1) | (0.1,0.5) | (0.0,0.3) | (0.0,0.3) | (0.1,0.2) | (0.0,0.1) |
| Child support | 2.2 | 5.3 | 1.3* | 2.0 | 2.6 | 6.5 |
| | (1.8,2.8) | (4.7,6.0) | (0.7,2.4) | (1.4,2.8) | (2.3,3.0) | (5.5,7.6) |
| Supplemental Security Income (SSI) | 0.4* | 0.5 | 0.1* | 0.0 | 0.4 | 0.2* |
| | (0.2,0.7) | (0.3,0.9) | (0.0,0.4) | (N/A,N/A) | (0.3,0.6) | (0.1,0.4) |
| Unemployment or Worker's compensation | 0.6 | 1.9 | 0.8* | 0.1* | 0.9 | 1.5 |
| | (0.5,0.8) | (1.4,2.6) | (0.4,1.5) | (0.0,0.4) | (0.7,1.1) | (1.1,2.2) |
| State-funded childcare assistance | 0.6 | 0.7 | 0.1* | 0.0* | 0.5 | 0.4* |
| | (0.3,1.0) | (0.5,1.0) | (0.0,0.3) | (0.0,0.3) | (0.4,0.8) | (0.2,0.8) |
| Women, Infants, and Children (WIC) | 9.1 | 6.7 | 0.2* | 0.0 | 6.7 | 9.6 |
| | (8.3,10.0) | (6.0,7.6) | (0.0,0.9) | (N/A,N/A) | (6.2,7.3) | (8.6,10.8) |
| Food Stamp Program | 1.2 | 0.5 | 0.1* | 0.0 | 0.9 | 0.2* |
| | (1.0,1.5) | (0.3,0.7) | (0.0,0.3) | (N/A,N/A) | (0.7,1.1) | (0.1,0.5) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 22.2 (continued)**
*Income or Financial Support Received During the Past 12 Months:  By Paygrade and Gender*

22.  During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 734 | 433 | 152 | 107 | 1,217 | 203 |
| Responding on Item | 45,920 | 28,596 | 5,566 | 5,320 | 72,764 | 12,542 |
| Head Start Program | 0.3 | 0.3* | 0.1* | 0.0 | 0.2 | 0.5* |
| | *(0.2,0.5)* | *(0.2,0.7)* | *(0.0,0.3)* | *(N/A,N/A)* | *(0.2,0.3)* | *(0.1,1.4)* |
| Aid to Families with Dependent Children | 0.3* | 0.1* | 0.1* | 0.0 | 0.2* | 0.3* |
| (AFDC) | *(0.1,0.7)* | *(0.0,0.2)* | *(0.0,0.3)* | *(N/A,N/A)* | *(0.1,0.4)* | *(0.1,1.0)* |
| Medicaid | 0.4 | 0.4 | 0.4* | 0.0 | 0.4 | 0.3* |
| | *(0.3,0.8)* | *(0.2,0.7)* | *(0.1,1.2)* | *(N/A,N/A)* | *(0.3,0.6)* | *(0.1,0.9)* |
| None of the above | 73.4 | 62.0 | 81.2 | 72.9 | 70.3 | 69.3 |
| | *(72.2,74.6)* | *(60.2,63.9)* | *(78.2,83.8)* | *(68.9,76.5)* | *(69.2,71.3)* | *(67.1,71.4)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 22.3**
*Income or Financial Support Received During the Past 12 Months:  By Retirement/Separation*

22.  During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 52 | 304 | 51 | 316 | 98 | 590 |
| Responding on Item | 3,835 | 17,666 | 4,495 | 23,317 | 6,338 | 29,601 |
| A second job | 31.5 | 25.3 | 32.4 | 17.1 | 31.6 | 19.1 |
| | (25.8,37.9) | (23.2,27.5) | (27.1,38.3) | (15.8,18.6) | (27.2,36.4) | (18.0,20.2) |
| Alimony | 0.2* | 0.2* | 0.3* | 0.0* | 0.3* | 0.1* |
| | (0.1,0.7) | (0.1,0.5) | (0.0,1.5) | (0.0,0.2) | (0.1,1.0) | (0.0,0.2) |
| Child support | 5.3* | 3.0 | 5.6 | 2.0 | 5.1 | 3.2 |
| | (2.8,9.6) | (2.3,3.9) | (3.8,8.2) | (1.6,2.6) | (3.7,6.9) | (2.6,3.9) |
| Supplemental Security Income (SSI) | 0.7* | 0.3 | 1.3* | 0.3 | 0.2* | 0.4* |
| | (0.3,1.5) | (0.1,0.4) | (0.4,4.1) | (0.2,0.4) | (0.1,0.4) | (0.2,1.0) |
| Unemployment or Worker's compensation | 0.3* | 0.9 | 2.6* | 0.8 | 1.8* | 0.9 |
| | (0.1,0.6) | (0.7,1.3) | (1.3,4.9) | (0.6,1.1) | (0.9,3.4) | (0.7,1.3) |
| State-funded childcare assistance | 0.0 | 0.9 | 0.1* | 0.3* | 0.9* | 0.6 |
| | (N/A,N/A) | (0.5,1.4) | (0.0,0.4) | (0.1,0.5) | (0.4,1.7) | (0.4,1.0) |
| Women, Infants, and Children (WIC) | 1.6* | 11.2 | 1.7* | 6.7 | 0.9 | 8.0 |
| | (0.6,4.2) | (10.0,12.5) | (0.6,4.4) | (5.5,8.2) | (0.5,1.4) | (7.2,8.8) |
| Food Stamp Program | 0.0 | 1.7 | 0.3* | 0.7 | 0.0* | 0.7 |
| | (N/A,N/A) | (1.1,2.6) | (0.0,1.5) | (0.4,1.2) | (0.0,0.2) | (0.6,0.9) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 22.3 (continued)**
*Income or Financial Support Received During the Past 12 Months:  By Retirement/Separation*

22.  During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 52 | 304 | 51 | 316 | 98 | 590 |
| Responding on Item | 3,835 | 17,666 | 4,495 | 23,317 | 6,338 | 29,601 |
| Head Start Program | 0.7* | 0.4* | 0.0 | 0.1 | 0.1* | 0.3 |
| | *(0.1,3.9)* | *(0.2,0.9)* | *(N/A,N/A)* | *(0.1,0.2)* | *(0.0,0.2)* | *(0.2,0.6)* |
| Aid to Families with Dependent Children (AFDC) | 0.0 | 0.4* | 0.1* | 0.1* | 0.0 | 0.2* |
| | *(N/A,N/A)* | *(0.1,1.5)* | *(0.0,0.4)* | *(0.0,0.3)* | *(N/A,N/A)* | *(0.1,0.6)* |
| Medicaid | 0.4* | 0.5 | 0.0 | 0.3* | 0.2* | 0.6 |
| | *(0.1,1.6)* | *(0.3,0.8)* | *(N/A,N/A)* | *(0.1,0.5)* | *(0.0,1.1)* | *(0.3,0.9)* |
| None of the above | 62.7 | 64.9 | 60.2 | 75.9 | 62.9 | 72.6 |
| | *(55.9,69.0)* | *(62.6,67.1)* | *(54.8,65.4)* | *(74.2,77.6)* | *(59.1,66.5)* | *(71.2,74.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 23.1**
*Total Years of Active Duty Service: By Service*

23. How many total years of active duty service do you have?

*For example, if you are leaving after completing 6 years of service, enter "06" in the boxes. To indicate less than 1 year, enter "00."*

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,006 | 973 | 383 | 290 | 157 | 143 | | 33 |
| Responding on Item | 85,872 | 85,019 | 36,979 | 19,142 | 11,281 | 17,617 | | 853 |
| 4 years or less | 52.0 | 52.3 | 61.5 | 39.2 | 70.5 | 35.5 | | 24.4* |
| | *(51.3,52.7)* | *(51.6,53.0)* | *(60.5,62.4)* | *(37.1,41.2)* | *(69.3,71.7)* | *(33.1,38.1)* | | *(11.3,44.9)* |
| 5-6 years | 12.3 | 12.3 | 12.0 | 16.5 | 13.4 | 7.6 | | 11.5 |
| | *(11.7,12.8)* | *(11.7,12.9)* | *(11.4,12.6)* | *(14.7,18.5)* | *(12.3,14.4)* | *(6.4,8.9)* | | *(9.2,14.3)* |
| 7-10 years | 12.4 | 12.4 | 11.2 | 13.6 | 6.4 | 17.5 | | 15.4* |
| | *(12.0,12.9)* | *(11.9,12.8)* | *(10.5,11.8)* | *(12.5,14.8)* | *(5.9,6.9)* | *(16.4,18.6)* | | *(7.8,28.0)* |
| 11-14 years | 5.1 | 5.1 | 4.8 | 7.1 | 1.5 | 5.9 | | 6.4* |
| | *(4.9,5.4)* | *(4.9,5.4)* | *(4.6,5.0)* | *(6.2,8.1)* | *(1.1,2.0)* | *(5.7,6.3)* | | *(2.0,18.4)* |
| 15-19 years | 1.3 | 1.3 | 0.9 | 1.6 | 0.4 | 2.2 | | 1.3* |
| | *(1.1,1.4)* | *(1.1,1.4)* | *(0.7,1.2)* | *(1.2,2.2)* | *(0.3,0.4)* | *(2.1,2.3)* | | *(0.2,7.0)* |
| 20-25 years | 14.8 | 14.7 | 8.5 | 19.4 | 6.4 | 27.7 | | 28.2 |
| | *(14.4,15.2)* | *(14.3,15.0)* | *(8.2,8.8)* | *(18.0,21.0)* | *(5.9,7.0)* | *(26.7,28.8)* | | *(23.4,33.5)* |
| 26 years or more‡ | 2.1 | 2.0 | 1.2 | 2.6 | 1.4 | 3.6 | | 12.8 |
| | *(1.8,2.5)* | *(1.7,2.3)* | *(1.0,1.4)* | *(1.6,4.1)* | *(1.0,2.0)* | *(3.3,3.9)* | | *(8.6,18.7)* |

\* Low precision and/or unweighted denominator size between 30 and 59.

‡ This field is checked for unlikely values; entries up to 35 years are accepted as valid. Values over 35 years and less than or equal to 40 years are recoded to 35 years while values over 40 years are recoded to .O/-7. Responses were not checked against record data for validity.

**Table 23.2**
*Total Years of Active Duty Service: By Paygrade and Gender*

23. How many total years of active duty service do you have?

*For example, if you are leaving after completing 6 years of service, enter "06" in the boxes. To indicate less than 1 year, enter "00."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 711 | 238 | 44 | 13 | 837 | 169 |
| Responding on Item | 45,943 | 28,791 | 5,674 | 5,414 | 73,144 | 12,576 |
| 4 years or less | 83.8 | 15.5 | 25.6 | 3.7 | 51.6 | 54.6 |
| | *(82.8,84.8)* | *(14.5,16.5)* | *(23.3,28.0)* | *(2.8,4.9)* | *(50.8,52.4)* | *(52.7,56.5)* |
| 5-6 years | 10.5 | 13.1 | 32.6 | 1.3 | 11.7 | 15.6 |
| | *(9.8,11.3)* | *(12.4,13.8)* | *(28.3,37.1)* | *(0.9,2.1)* | *(11.2,12.2)* | *(14.0,17.4)* |
| 7-10 years | 5.3 | 21.6 | 29.1 | 6.6 | 12.5 | 11.9 |
| | *(4.6,6.0)* | *(21.0,22.1)* | *(25.3,33.2)* | *(5.2,8.3)* | *(12.0,13.0)* | *(10.9,13.0)* |
| 11-14 years | 0.1 | 12.0 | 6.7 | 9.9 | 5.2 | 5.1 |
| | *(0.1,0.2)* | *(11.2,12.8)* | *(5.4,8.3)* | *(8.3,11.9)* | *(4.9,5.4)* | *(4.2,6.1)* |
| 15-19 years | 0.1* | 2.8 | 1.1* | 2.9 | 1.3 | 1.2* |
| | *(0.0,0.3)* | *(2.4,3.2)* | *(0.6,2.2)* | *(2.5,3.4)* | *(1.1,1.4)* | *(0.7,2.3)* |
| 20-25 years | 0.1* | 33.4 | 4.5* | 52.2 | 15.4 | 10.9 |
| | *(0.0,0.2)* | *(32.8,34.0)* | *(2.0,9.9)* | *(48.9,55.5)* | *(15.0,15.9)* | *(9.7,12.2)* |
| 26 years or more‡ | 0.1* | 1.8 | 0.4* | 23.3 | 2.4 | 0.7* |
| | *(0.0,0.3)* | *(1.5,2.1)* | *(0.1,1.3)* | *(19.8,27.2)* | *(2.1,2.7)* | *(0.3,1.6)* |

\* Low precision and/or unweighted denominator size between 30 and 59.
‡ This field is checked for unlikely values; entries up to 35 years are accepted as valid. Values over 35 years and less than or equal to 40 years are recoded to 35 years while values over 40 years are recoded to .O/-7. Responses were not checked against record data for validity.

**Table 23.3**
*Total Years of Active Duty Service:  By Retirement/Separation*

23.  How many total years of active duty service do you have?

*For example, if you are leaving after completing 6 years of service, enter "06" in the boxes.  To indicate less than 1 year, enter "00."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 11 | 230 | 22 | 289 | 7 | 428 |
| Responding on Item | 3,876 | 17,740 | 4,524 | 23,344 | 6,429 | 29,763 |
| 4 years or less | 1.3* | 48.7 | 0.6* | 74.2 | 0.8* | 62.0 |
| | (0.6,2.7) | (46.0,51.3) | (0.2,1.8) | (72.5,75.8) | (0.4,1.6) | (60.6,63.4) |
| 5-6 years | 0.1* | 14.4 | 0.0 | 13.0 | 0.2* | 16.4 |
| | (0.0,0.4) | (13.2,15.8) | (N/A,N/A) | (11.9,14.2) | (0.1,0.5) | (15.3,17.5) |
| 7-10 years | 0.3* | 22.8 | 0.5* | 8.8 | 0.2* | 15.0 |
| | (0.1,0.8) | (20.8,24.9) | (0.1,1.4) | (7.6,10.1) | (0.1,0.5) | (13.8,16.3) |
| 11-14 years | 0.3* | 11.9 | 0.0 | 3.1 | 0.0 | 5.3 |
| | (0.1,1.8) | (10.9,13.0) | (N/A,N/A) | (2.6,3.7) | (N/A,N/A) | (4.6,6.1) |
| 15-19 years | 1.4* | 2.0 | 2.2* | 0.5 | 2.5 | 0.9 |
| | (0.7,2.8) | (1.3,3.1) | (1.0,4.6) | (0.3,0.9) | (1.8,3.5) | (0.8,1.1) |
| 20-25 years | 86.5 | 0.1* | 84.0 | 0.2* | 84.2 | 0.2* |
| | (83.7,88.8) | (0.0,0.4) | (78.8,88.1) | (0.1,0.6) | (82.3,85.9) | (0.1,0.6) |
| 26 years or more‡ | 10.1 | 0.1* | 12.8 | 0.1* | 12.2 | 0.1* |
| | (8.1,12.4) | (0.0,0.3) | (9.0,17.8) | (0.0,0.5) | (10.5,14.2) | (0.0,0.2) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

‡ This field is checked for unlikely values; entries up to 35 years are accepted as valid.  Values over 35 years and less than or equal to 40 years are recoded to 35 years while values over 40 years are recoded to .O/-7.  Responses were not checked against record data for validity.

**Table 24.1**
*Usual Hours Worked: By Service*

24. During the past 12 months, how many hours per week did you usually work at your military job?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,398 | 1,398 | 650 | 326 | 305 | 117 | 0 |
| Responding on Item | 85,480 | 84,594 | 36,712 | 19,106 | 11,133 | 17,643 | 886 |
| 40 hours or less | 12.4 | 12.3 | 9.2 | 15.4 | 9.3 | 17.4 | 13.6 |
| | (11.6,13.1) | (11.6,13.1) | (8.2,10.4) | (13.7,17.3) | (8.1,10.6) | (15.8,19.2) | (8.0,22.0) |
| 41-50 hours | 32.3 | 32.2 | 25.5 | 31.8 | 31.5 | 47.0 | 38.3 |
| | (31.3,33.2) | (31.3,33.1) | (24.2,26.8) | (30.0,33.6) | (29.2,33.8) | (44.1,50.0) | (35.0,41.7) |
| 51-60 hours | 28.5 | 28.6 | 32.0 | 23.0 | 31.9 | 25.4 | 22.2 |
| | (27.6,29.5) | (27.6,29.5) | (30.9,33.2) | (21.0,25.2) | (30.4,33.4) | (22.5,28.4) | (13.7,34.0) |
| 61-70 hours | 15.0 | 15.0 | 19.8 | 13.8 | 14.9 | 6.5 | 13.6 |
| | (14.3,15.7) | (14.3,15.7) | (18.6,21.0) | (12.2,15.6) | (13.7,16.2) | (5.2,8.1) | (8.0,22.0) |
| 71-80 hours | 6.0 | 6.0 | 7.6 | 6.5 | 5.6 | 2.4 | 3.7* |
| | (5.6,6.4) | (5.6,6.4) | (6.9,8.4) | (5.6,7.4) | (4.7,6.7) | (1.9,3.0) | (0.6,19.1) |
| 81 hours or more | 5.9 | 5.9 | 5.9 | 9.5 | 6.9 | 1.3 | 8.6* |
| | (5.5,6.3) | (5.5,6.3) | (5.3,6.6) | (8.6,10.6) | (6.1,7.7) | (0.8,2.0) | (3.8,18.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 24.2**
*Usual Hours Worked:  By Paygrade and Gender*

24.  During the past 12 months, how many hours per week did you usually work at your military job?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 933 | 335 | 85 | 46 | 1,157 | 240 |
| Responding on Item | 45,721 | 28,694 | 5,633 | 5,381 | 72,824 | 12,505 |
| 40 hours or less | 13.9 | 12.1 | 7.5 | 5.7 | 11.5 | 17.0 |
| | (12.7,15.1) | (11.0,13.2) | (6.2,9.0) | (4.8,6.8) | (10.8,12.3) | (14.4,19.9) |
| 41-50 hours | 30.7 | 33.3 | 36.0 | 36.1 | 30.3 | 43.6 |
| | (29.4,32.1) | (31.7,34.9) | (32.9,39.2) | (32.0,40.4) | (29.4,31.2) | (40.6,46.5) |
| 51-60 hours | 27.6 | 28.3 | 29.7 | 36.1 | 29.3 | 24.2 |
| | (26.3,29.0) | (26.8,29.8) | (26.2,33.5) | (33.3,39.0) | (28.3,30.3) | (21.5,27.3) |
| 61-70 hours | 14.5 | 15.6 | 15.8 | 15.5 | 16.0 | 9.3 |
| | (13.4,15.6) | (14.6,16.6) | (13.6,18.3) | (12.3,19.2) | (15.2,16.7) | (7.4,11.6) |
| 71-80 hours | 6.3 | 5.6 | 6.7 | 4.6 | 6.4 | 3.5 |
| | (5.7,7.0) | (5.0,6.2) | (5.5,8.2) | (3.6,5.9) | (5.9,6.9) | (2.8,4.3) |
| 81 hours or more | 7.0 | 5.2 | 4.3 | 2.0 | 6.5 | 2.4 |
| | (6.4,7.6) | (4.6,5.9) | (3.2,5.9) | (1.2,3.2) | (6.1,7.0) | (1.9,3.1) |

**Table 24.3**
*Usual Hours Worked:  By Retirement/Separation*

24.  During the past 12 months, how many hours per week did you usually work at your military job?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 26 | 283 | 26 | 379 | 51 | 595 |
| Responding on Item | 3,861 | 17,687 | 4,520 | 23,254 | 6,385 | 29,596 |
| 40 hours or less | 11.2 | 9.5 | 10.5 | 15.5 | 11.8 | 12.1 |
| | (8.6,14.4) | (8.2,11.1) | (8.2,13.4) | (14.1,17.0) | (8.5,16.2) | (11.0,13.4) |
| 41-50 hours | 36.7 | 29.4 | 36.8 | 31.4 | 37.4 | 32.3 |
| | (30.4,43.5) | (27.6,31.1) | (33.2,40.6) | (29.6,33.3) | (34.1,40.8) | (30.8,33.9) |
| 51-60 hours | 31.4 | 27.0 | 34.9 | 27.1 | 30.2 | 28.8 |
| | (27.9,35.2) | (25.0,29.1) | (31.3,38.7) | (24.4,30.0) | (25.9,35.0) | (27.6,30.0) |
| 61-70 hours | 12.6 | 18.4 | 12.9 | 14.3 | 14.0 | 14.3 |
| | (10.1,15.5) | (16.4,20.6) | (10.3,16.1) | (13.0,15.7) | (11.5,16.9) | (13.3,15.4) |
| 71-80 hours | 4.6 | 8.4 | 2.7 | 6.0 | 2.8 | 5.9 |
| | (2.9,7.2) | (7.2,9.7) | (2.0,3.7) | (5.1,7.0) | (2.0,3.9) | (5.3,6.5) |
| 81 hours or more | 3.5 | 7.4 | 2.1* | 5.7 | 3.8 | 6.5 |
| | (2.8,4.5) | (6.2,8.8) | (0.9,4.9) | (4.6,7.1) | (2.7,5.2) | (5.6,7.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 25.1**
*Hours Worked During Last Full Workweek:  By Service*

25.  During your last full workweek, how many hours did you work at your military job?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 519 | 519 | 199 | 111 | 103 | 107 | 0 |
| Responding on Item | 86,359 | 85,473 | 37,163 | 19,321 | 11,335 | 17,653 | 886 |
| 40 hours or less | 38.0 | 38.1 | 39.6 | 39.5 | 29.0 | 39.1 | 34.6 |
| | (36.9,39.2) | (36.9,39.3) | (37.9,41.4) | (36.8,42.4) | (27.6,30.5) | (36.3,41.9) | (30.7,38.7) |
| 41-50 hours | 28.9 | 28.8 | 22.9 | 27.8 | 33.3 | 39.5 | 39.5 |
| | (28.0,29.9) | (27.9,29.8) | (21.8,24.0) | (25.9,29.9) | (30.7,36.0) | (36.3,42.8) | (35.7,43.5) |
| 51-60 hours | 17.2 | 17.3 | 19.5 | 13.3 | 21.1 | 14.8 | 8.6* |
| | (16.3,18.2) | (16.4,18.3) | (18.4,20.6) | (11.7,15.0) | (19.2,23.3) | (11.9,18.3) | (3.6,19.2) |
| 61-70 hours | 8.2 | 8.2 | 10.7 | 6.6 | 9.0 | 4.2 | 7.4* |
| | (7.6,8.9) | (7.6,8.9) | (9.5,12.0) | (5.6,7.8) | (7.7,10.3) | (3.4,5.2) | (3.7,14.1) |
| 71-80 hours | 4.0 | 4.0 | 4.4 | 5.2 | 4.3 | 1.6 | 2.5* |
| | (3.7,4.3) | (3.7,4.3) | (4.0,4.9) | (4.3,6.3) | (3.8,4.9) | (1.2,2.2) | (0.4,13.3) |
| 81 hours or more | 3.6 | 3.6 | 2.9 | 7.6 | 3.3 | 0.7* | 7.4* |
| | (3.2,4.0) | (3.2,3.9) | (2.6,3.2) | (6.3,9.0) | (2.6,4.1) | (0.4,1.4) | (2.1,22.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 25.2**
*Hours Worked During Last Full Workweek: By Paygrade and Gender*

25. During your last full workweek, how many hours did you work at your military job?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 336 | 124 | 53 | 7 | 358 | 161 |
| Responding on Item | 46,318 | 28,905 | 5,665 | 5,420 | 73,623 | 12,584 |
| 40 hours or less | 40.6 | 38.3 | 29.4 | 23.7 | 36.5 | 47.0 |
| | (38.9,42.3) | (36.4,40.3) | (26.3,32.7) | (20.9,26.8) | (35.3,37.7) | (43.7,50.2) |
| 41-50 hours | 26.3 | 30.1 | 35.3 | 39.1 | 28.5 | 31.6 |
| | (25.1,27.6) | (28.3,31.9) | (31.7,39.1) | (35.9,42.4) | (27.5,29.6) | (29.2,34.1) |
| 51-60 hours | 17.2 | 16.1 | 17.9 | 23.1 | 18.2 | 12.0 |
| | (15.8,18.6) | (14.7,17.7) | (15.6,20.4) | (20.1,26.4) | (17.1,19.3) | (10.1,14.1) |
| 61-70 hours | 7.9 | 8.0 | 10.3 | 9.8 | 8.7 | 5.4 |
| | (6.9,9.0) | (7.3,8.8) | (8.7,12.3) | (7.5,12.6) | (8.0,9.4) | (4.2,7.0) |
| 71-80 hours | 4.3 | 3.7 | 3.9 | 3.1 | 4.3 | 2.2 |
| | (3.8,4.8) | (3.2,4.2) | (2.5,5.9) | (2.1,4.7) | (3.9,4.7) | (1.6,3.0) |
| 81 hours or more | 3.8 | 3.8 | 3.3 | 1.2* | 3.9 | 1.8 |
| | (3.4,4.2) | (3.1,4.6) | (2.3,4.6) | (0.6,2.6) | (3.5,4.3) | (1.3,2.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 25.3**
*Hours Worked During Last Full Workweek: By Retirement/Separation*

25. During your last full workweek, how many hours did you work at your military job?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 31 | 84 | 3 | 196 | 7 | 169 |
| Responding on Item | 3,856 | 17,886 | 4,543 | 23,437 | 6,429 | 30,022 |
| 40 hours or less | 33.7 | 34.4 | 37.4 | 43.0 | 36.8 | 37.4 |
| | (29.4,38.2) | (32.2,36.6) | (33.9,41.1) | (41.4,44.6) | (33.2,40.5) | (35.6,39.2) |
| 41-50 hours | 36.5 | 26.8 | 37.1 | 24.7 | 35.5 | 29.9 |
| | (29.6,43.9) | (25.1,28.5) | (34.2,40.1) | (23.3,26.2) | (31.0,40.2) | (28.5,31.4) |
| 51-60 hours | 16.9 | 18.2 | 17.3 | 16.9 | 16.6 | 17.1 |
| | (13.3,21.3) | (16.4,20.1) | (13.9,21.4) | (15.3,18.7) | (14.2,19.4) | (16.0,18.3) |
| 61-70 hours | 8.9 | 10.5 | 5.1 | 7.9 | 6.8 | 7.8 |
| | (6.3,12.3) | (9.4,11.6) | (3.7,6.9) | (6.8,9.0) | (5.1,8.9) | (6.4,9.5) |
| 71-80 hours | 2.0* | 5.7 | 2.0* | 4.2 | 2.1 | 3.7 |
| | (1.1,3.8) | (4.9,6.7) | (1.1,3.9) | (3.6,4.9) | (1.4,3.2) | (3.2,4.4) |
| 81 hours or more | 2.1 | 4.4 | 1.0* | 3.4 | 2.2 | 4.1 |
| | (1.2,3.5) | (3.5,5.7) | (0.3,2.9) | (2.6,4.4) | (1.4,3.6) | (3.4,4.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 26.1**
*Primary Reasons for More Hours Than Usual Worked During the Past 12 Months: By Service*

26. When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 332 | 332 | 148 | 85 | 46 | 53 | 0 |
| Responding on Item | 86,546 | 85,660 | 37,214 | 19,347 | 11,392 | 17,707 | 886 |
| Not applicable | 4.2 | 4.2 | 3.7 | 4.2 | 4.5 | 4.9 | 4.9* |
| | (3.8,4.6) | (3.8,4.6) | (3.2,4.1) | (3.4,5.2) | (3.7,5.4) | (3.9,6.3) | (1.9,12.1) |
| Mission critical requirements | 48.3 | 48.3 | 50.7 | 41.1 | 50.1 | 50.0 | 49.4 |
| | (47.2,49.4) | (47.2,49.4) | (48.8,52.5) | (39.1,43.1) | (47.8,52.4) | (47.7,52.3) | (36.4,62.4) |
| Mission preparation/training/maintenance | 45.6 | 45.8 | 49.2 | 42.0 | 52.4 | 38.5 | 33.3 |
| | (44.4,46.9) | (44.5,47.1) | (47.0,51.3) | (39.8,44.2) | (50.0,54.7) | (35.4,41.7) | (23.1,45.4) |
| Tasked with additional duties (e.g., special projects) | 36.0 | 35.8 | 37.0 | 32.1 | 34.7 | 38.2 | 46.9 |
| | (34.6,37.4) | (34.5,37.3) | (34.3,39.9) | (30.0,34.1) | (32.6,37.0) | (36.1,40.3) | (30.0,64.5) |
| Unit was getting ready for deployment | 22.8 | 23.0 | 23.4 | 27.6 | 27.4 | 14.1 | 11.1* |
| | (22.1,23.6) | (22.2,23.7) | (22.6,24.3) | (25.5,29.8) | (25.0,29.9) | (12.7,15.6) | (5.8,20.1) |
| Manning not sufficient for workload (i.e., not enough authorizations/billets) | 32.1 | 32.0 | 28.5 | 33.4 | 28.2 | 40.4 | 35.8 |
| | (31.1,33.1) | (31.0,33.0) | (26.9,30.1) | (31.9,35.0) | (26.5,29.9) | (37.3,43.5) | (21.8,52.7) |
| Unit was under-manned (i.e., authorizations/billets not filled) | 30.4 | 30.4 | 30.6 | 26.4 | 31.0 | 33.9 | 35.8 |
| | (29.5,31.4) | (29.5,31.3) | (29.5,31.8) | (24.6,28.3) | (28.9,33.1) | (31.0,36.8) | (34.3,37.4) |
| Part of unit was deployed | 12.2 | 12.3 | 11.9 | 7.1 | 15.2 | 16.7 | 3.7* |
| | (11.6,12.8) | (11.7,12.9) | (11.0,12.9) | (6.2,8.1) | (14.0,16.5) | (15.1,18.5) | (0.6,18.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 26.1 (continued)**
*Primary Reasons for More Hours Than Usual Worked During the Past 12 Months: By Service*

26. When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 332 | 332 | 148 | 85 | 46 | 53 | 0 |
| Responding on Item | 86,546 | 85,660 | 37,214 | 19,347 | 11,392 | 17,707 | 886 |
| Demanding supervisor | 17.4 | 17.5 | 21.3 | 15.6 | 18.5 | 10.8 | 14.8* |
| | (16.6,18.3) | (16.6,18.4) | (19.8,22.9) | (14.1,17.2) | (16.1,21.0) | (9.5,12.2) | (7.7,26.5) |
| Problems involving subordinates | 9.2 | 9.2 | 9.5 | 8.9 | 9.8 | 8.3 | 14.8 |
| | (8.6,9.9) | (8.5,9.8) | (8.5,10.6) | (7.5,10.5) | (8.7,11.1) | (7.0,9.7) | (10.9,19.9) |
| High workload | 39.0 | 38.9 | 36.6 | 39.2 | 38.5 | 43.6 | 53.1 |
| | (38.1,40.0) | (38.0,39.8) | (35.0,38.3) | (37.8,40.7) | (36.3,40.8) | (41.6,45.5) | (47.1,59.0) |
| Poor planning or lack of planning | 31.2 | 31.4 | 39.8 | 29.5 | 28.2 | 17.8 | 11.1 |
| | (30.1,32.3) | (30.3,32.5) | (37.7,42.0) | (27.5,31.6) | (26.4,30.0) | (16.6,19.1) | (9.1,13.5) |
| Others were not carrying their workload | 20.7 | 20.8 | 24.4 | 20.1 | 18.4 | 15.6 | 13.6 |
| | (19.9,21.6) | (19.9,21.7) | (22.9,25.9) | (18.3,22.1) | (16.5,20.5) | (13.8,17.5) | (11.6,15.8) |
| Inspections and inspection preparation | 26.2 | 26.4 | 25.7 | 26.7 | 30.9 | 24.4 | 14.8* |
| | (25.2,27.3) | (25.3,27.4) | (24.6,26.8) | (23.4,30.3) | (28.7,33.2) | (22.5,26.5) | (7.7,26.5) |
| Equipment failure and repairs | 20.1 | 20.1 | 23.0 | 21.6 | 21.9 | 11.3 | 21.0 |
| | (19.4,20.8) | (19.4,20.8) | (21.9,24.1) | (19.9,23.4) | (20.7,23.0) | (10.0,12.7) | (11.7,34.6) |
| None of the above | 3.5 | 3.5 | 3.6 | 4.0 | 3.4 | 2.9 | 3.7* |
| | (2.9,4.2) | (2.9,4.2) | (2.5,5.0) | (3.1,5.2) | (2.6,4.4) | (2.0,4.2) | (1.9,7.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 26.2**
*Primary Reasons for More Hours Than Usual Worked During the Past 12 Months:  By Paygrade and Gender*

26.  When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 235 | 71 | 21 | 5 | 241 | 83 |
| Responding on Item | 46,419 | 28,958 | 5,697 | 5,422 | 73,740 | 12,662 |
| Not applicable | 4.6 | 3.8 | 2.1 | 4.2 | 3.8 | 6.1 |
| | (4.1,5.2) | (3.2,4.5) | (1.4,3.2) | (2.6,6.7) | (3.4,4.2) | (5.0,7.5) |
| Mission critical requirements | 44.0 | 53.0 | 54.6 | 53.2 | 50.3 | 36.8 |
| | (42.3,45.7) | (51.8,54.3) | (51.2,58.0) | (49.5,56.9) | (49.1,51.5) | (35.0,38.7) |
| Mission preparation/training/maintenance | 45.6 | 48.5 | 44.3 | 32.0 | 47.8 | 33.2 |
| | (43.7,47.6) | (46.6,50.5) | (40.3,48.3) | (27.6,36.7) | (46.3,49.2) | (30.8,35.7) |
| Tasked with additional duties (e.g., special projects) | 31.9 | 39.3 | 50.2 | 38.1 | 36.3 | 34.1 |
| | (29.6,34.3) | (38.0,40.7) | (47.2,53.1) | (34.3,42.0) | (34.8,37.9) | (31.5,36.8) |
| Unit was getting ready for deployment | 25.3 | 23.1 | 16.3 | 7.2 | 24.1 | 15.4 |
| | (24.2,26.4) | (21.8,24.5) | (13.2,20.0) | (4.4,11.6) | (23.2,25.0) | (13.9,17.1) |
| Manning not sufficient for workload (i.e., not enough authorizations/billets) | 26.5 | 38.4 | 40.7 | 36.7 | 32.6 | 29.0 |
| | (25.1,28.0) | (36.7,40.2) | (37.5,44.0) | (33.3,40.3) | (31.5,33.7) | (26.8,31.3) |
| Unit was under-manned (i.e., authorizations/billets not filled) | 28.3 | 33.3 | 34.8 | 29.6 | 31.3 | 25.8 |
| | (26.9,29.7) | (31.9,34.7) | (31.4,38.4) | (28.3,30.8) | (30.3,32.3) | (23.2,28.6) |
| Part of unit was deployed | 12.3 | 13.0 | 10.8 | 7.5 | 12.4 | 10.7 |
| | (11.5,13.2) | (12.2,14.0) | (9.0,12.9) | (5.9,9.5) | (11.8,13.1) | (9.2,12.3) |

**Table 26.2 (continued)**
*Primary Reasons for More Hours Than Usual Worked During the Past 12 Months: By Paygrade and Gender*

26. When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 235 | 71 | 21 | 5 | 241 | 83 |
| Responding on Item | 46,419 | 28,958 | 5,697 | 5,422 | 73,740 | 12,662 |
| Demanding supervisor | 21.4 | 12.9 | 14.1 | 11.0 | 18.1 | 13.8 |
| | *(20.0,22.9)* | *(12.0,13.9)* | *(12.6,15.9)* | *(9.0,13.3)* | *(17.1,19.1)* | *(12.1,15.8)* |
| Problems involving subordinates | 7.3 | 12.5 | 9.7 | 7.5 | 9.6 | 7.0 |
| | *(6.5,8.2)* | *(11.5,13.6)* | *(7.9,11.9)* | *(4.4,12.4)* | *(8.9,10.3)* | *(5.6,8.7)* |
| High workload | 34.0 | 41.0 | 53.6 | 56.4 | 39.8 | 34.7 |
| | *(32.5,35.5)* | *(39.7,42.3)* | *(51.7,55.4)* | *(53.7,59.1)* | *(38.7,40.9)* | *(32.3,37.1)* |
| Poor planning or lack of planning | 39.3 | 24.7 | 16.4 | 11.5 | 32.7 | 22.5 |
| | *(37.5,41.1)* | *(23.4,26.1)* | *(14.4,18.5)* | *(9.7,13.7)* | *(31.5,33.9)* | *(20.0,25.1)* |
| Others were not carrying their workload | 25.0 | 17.4 | 16.7 | 6.5 | 21.3 | 17.5 |
| | *(23.6,26.5)* | *(16.4,18.4)* | *(14.9,18.8)* | *(4.6,9.0)* | *(20.4,22.2)* | *(15.2,20.1)* |
| Inspections and inspection preparation | 27.6 | 27.0 | 22.8 | 14.0 | 26.7 | 23.4 |
| | *(26.0,29.2)* | *(25.6,28.6)* | *(19.5,26.4)* | *(11.9,16.4)* | *(25.6,27.8)* | *(21.3,25.6)* |
| Equipment failure and repairs | 23.8 | 19.3 | 10.0 | 3.8 | 21.6 | 11.3 |
| | *(22.8,24.8)* | *(17.9,20.7)* | *(8.8,11.4)* | *(2.6,5.4)* | *(20.8,22.5)* | *(9.9,12.9)* |
| None of the above | 4.7 | 2.1 | 2.0 | 2.5 | 3.2 | 5.3 |
| | *(3.7,5.9)* | *(1.7,2.4)* | *(1.2,3.3)* | *(1.6,3.8)* | *(2.6,3.9)* | *(4.1,6.9)* |

**Table 26.3**
*Primary Reasons for More Hours Than Usual Worked During the Past 12 Months:  By Retirement/Separation*

26.  When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 18 | 46 | 3 | 123 | 4 | 115 |
| Responding on Item | 3,869 | 17,924 | 4,543 | 23,510 | 6,432 | 30,076 |
| Not applicable | 4.2* | 3.8 | 5.1 | 4.9 | 3.8 | 3.7 |
| | *(2.3,7.7)* | *(2.8,5.2)* | *(3.1,8.4)* | *(4.1,5.9)* | *(2.2,6.5)* | *(3.0,4.5)* |
| Mission critical requirements | 51.8 | 49.3 | 54.2 | 44.2 | 54.2 | 48.5 |
| | *(44.1,59.4)* | *(46.6,52.0)* | *(50.7,57.6)* | *(41.4,46.9)* | *(51.1,57.4)* | *(47.1,49.8)* |
| Mission preparation/training/maintenance | 40.1 | 43.5 | 40.5 | 45.8 | 43.5 | 48.7 |
| | *(34.8,45.6)* | *(41.3,45.9)* | *(34.9,46.4)* | *(42.6,48.9)* | *(40.1,46.9)* | *(46.6,50.9)* |
| Tasked with additional duties (e.g., special projects) | 41.4 | 40.7 | 38.5 | 29.3 | 42.5 | 35.8 |
| | *(36.6,46.4)* | *(38.4,43.1)* | *(34.9,42.2)* | *(26.6,32.2)* | *(38.4,46.8)* | *(34.2,37.5)* |
| Unit was getting ready for deployment | 12.5 | 24.1 | 14.5 | 23.4 | 17.5 | 25.4 |
| | *(9.1,17.1)* | *(21.7,26.7)* | *(10.9,19.1)* | *(22.0,24.8)* | *(14.4,21.2)* | *(23.6,27.2)* |
| Manning not sufficient for workload (i.e., not enough authorizations/billets) | 41.6 | 38.6 | 35.2 | 25.0 | 39.7 | 30.3 |
| | *(36.4,47.0)* | *(36.2,41.1)* | *(30.1,40.6)* | *(23.2,26.8)* | *(35.4,44.1)* | *(29.0,31.6)* |
| Unit was under-manned (i.e., authorizations/billets not filled) | 33.6 | 36.3 | 28.3 | 26.0 | 31.8 | 30.0 |
| | *(27.7,40.1)* | *(34.0,38.7)* | *(25.2,31.6)* | *(24.4,27.7)* | *(29.1,34.5)* | *(28.4,31.7)* |
| Part of unit was deployed | 8.2 | 12.7 | 9.2 | 11.4 | 11.1 | 13.6 |
| | *(6.1,10.9)* | *(11.4,14.0)* | *(7.0,12.0)* | *(10.3,12.5)* | *(8.8,13.8)* | *(12.6,14.8)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 26.3 (continued)**
*Primary Reasons for More Hours Than Usual Worked During the Past 12 Months:  By Retirement/Separation*

26.  When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 18 | 46 | 3 | 123 | 4 | 115 |
| Responding on Item | 3,869 | 17,924 | 4,543 | 23,510 | 6,432 | 30,076 |
| Demanding supervisor | 8.5 | 24.1 | 8.0 | 17.1 | 10.5 | 17.8 |
| | (6.1,11.8) | (22.2,26.2) | (5.8,10.8) | (15.7,18.7) | (8.4,13.0) | (16.4,19.3) |
| Problems involving subordinates | 10.3 | 11.6 | 12.4 | 6.8 | 15.7 | 7.6 |
| | (8.3,12.9) | (10.4,13.0) | (9.9,15.4) | (6.1,7.7) | (12.1,20.2) | (6.6,8.7) |
| High workload | 43.1 | 42.3 | 44.8 | 32.1 | 45.3 | 39.9 |
| | (38.8,47.4) | (40.3,44.3) | (39.4,50.4) | (29.9,34.3) | (41.6,49.0) | (38.3,41.5) |
| Poor planning or lack of planning | 10.9 | 39.1 | 12.9 | 31.7 | 14.0 | 35.2 |
| | (8.3,14.1) | (36.2,42.0) | (10.6,15.7) | (29.6,33.8) | (11.6,16.7) | (33.6,36.8) |
| Others were not carrying their workload | 8.1 | 27.9 | 9.0 | 19.5 | 12.0 | 22.6 |
| | (5.8,11.1) | (25.9,30.0) | (7.1,11.4) | (18.4,20.7) | (9.4,15.1) | (20.7,24.7) |
| Inspections and inspection preparation | 20.7 | 27.6 | 22.6 | 25.3 | 24.7 | 27.7 |
| | (17.8,24.0) | (24.9,30.4) | (19.6,25.9) | (23.9,26.7) | (20.8,29.1) | (26.0,29.5) |
| Equipment failure and repairs | 7.9 | 22.3 | 9.9 | 21.2 | 10.9 | 23.1 |
| | (4.8,12.7) | (20.6,24.1) | (7.6,12.9) | (19.2,23.4) | (8.0,14.7) | (21.4,24.8) |
| None of the above | 1.2* | 3.0 | 1.9 | 5.1 | 2.7 | 3.2 |
| | (0.5,2.6) | (2.2,4.0) | (1.2,2.9) | (3.8,6.9) | (1.8,4.1) | (2.6,4.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 27.1**
*Work Details Outside the Scope of Primary Duties Over Past 12 Months:  By Service*

27.  How many days over the past 12 months have you been detailed/assigned for work outside the scope of your primary duties (e.g., "augmentee" assignments, maintenance tasks unrelated to your primary duty, ceremonies, installation support, etc.)?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 433 | 433 | 205 | 108 | 79 | 42 | 0 |
| Responding on Item | 86,445 | 85,559 | 37,157 | 19,324 | 11,359 | 17,718 | 886 |
| None | 31.6 | 31.6 | 24.0 | 41.1 | 28.5 | 39.0 | 33.3 |
| | (30.7,32.5) | (30.6,32.5) | (22.4,25.6) | (39.4,42.8) | (26.8,30.2) | (37.2,40.9) | (31.7,35.0) |
| 1-10 days | 26.1 | 26.1 | 23.9 | 23.3 | 26.6 | 33.4 | 30.9 |
| | (25.3,27.0) | (25.3,27.0) | (22.6,25.2) | (21.7,24.9) | (24.5,28.9) | (31.6,35.4) | (29.2,32.6) |
| 11-20 days | 11.2 | 11.2 | 12.0 | 10.1 | 12.5 | 9.9 | 11.1 |
| | (10.7,11.8) | (10.7,11.8) | (11.3,12.8) | (8.8,11.5) | (10.8,14.4) | (8.9,11.0) | (9.1,13.5) |
| 21-30 days | 8.8 | 8.8 | 10.6 | 7.7 | 9.8 | 5.4 | 11.1 |
| | (8.0,9.7) | (7.9,9.7) | (9.0,12.5) | (6.2,9.6) | (8.3,11.4) | (4.6,6.5) | (8.7,14.1) |
| 31-40 days | 4.8 | 4.9 | 6.5 | 3.6 | 5.2 | 2.6 | 3.7* |
| | (4.3,5.4) | (4.3,5.5) | (5.6,7.6) | (2.8,4.6) | (4.1,6.6) | (1.7,4.0) | (1.9,7.2) |
| 41-50 days | 2.2 | 2.2 | 3.2 | 1.4 | 2.3 | 0.9 | 2.5* |
| | (1.9,2.6) | (1.9,2.6) | (2.6,4.0) | (1.1,1.9) | (1.8,2.9) | (0.6,1.6) | (0.4,12.9) |
| 51-60 days | 2.1 | 2.1 | 2.7 | 1.4 | 2.3 | 1.3 | 3.7* |
| | (1.8,2.4) | (1.8,2.4) | (2.1,3.4) | (1.1,2.0) | (1.8,2.9) | (1.0,1.8) | (1.9,7.2) |
| More than 60 days | 13.1 | 13.2 | 17.0 | 11.4 | 12.9 | 7.4 | 3.7* |
| | (12.4,13.9) | (12.5,14.0) | (15.8,18.3) | (9.7,13.5) | (11.6,14.2) | (6.1,8.9) | (1.9,7.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 27.2**
*Work Details Outside the Scope of Primary Duties Over Past 12 Months:  By Paygrade and Gender*

27.  How many days over the past 12 months have you been detailed/assigned for work outside the scope of your primary duties (e.g., "augmentee" assignments, maintenance tasks unrelated to your primary duty, ceremonies, installation support, etc.)?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 282 | 107 | 31 | 14 | 329 | 104 |
| Responding on Item | 46,372 | 28,922 | 5,687 | 5,413 | 73,652 | 12,641 |
| None | 27.7 | 33.8 | 35.2 | 48.5 | 30.7 | 36.4 |
| | (26.3,29.2) | (32.7,35.0) | (32.5,38.0) | (45.2,51.8) | (29.6,31.8) | (34.1,38.7) |
| 1-10 days | 25.5 | 26.1 | 28.1 | 29.3 | 25.4 | 30.8 |
| | (24.2,26.9) | (25.0,27.3) | (25.1,31.4) | (26.2,32.5) | (24.4,26.3) | (28.8,32.9) |
| 11-20 days | 11.2 | 11.9 | 11.2 | 7.7 | 11.4 | 10.2 |
| | (10.5,12.0) | (11.0,12.8) | (9.6,13.1) | (6.1,9.6) | (10.8,12.0) | (8.4,12.3) |
| 21-30 days | 9.9 | 8.0 | 8.1 | 4.3* | 9.2 | 6.2 |
| | (8.5,11.5) | (7.3,8.7) | (6.2,10.6) | (2.1,8.9) | (8.3,10.3) | (5.2,7.3) |
| 31-40 days | 5.5 | 4.5 | 3.7 | 2.6* | 5.0 | 3.7 |
| | (4.7,6.4) | (3.8,5.4) | (2.4,5.6) | (1.1,5.8) | (4.5,5.7) | (2.9,4.9) |
| 41-50 days | 2.7 | 1.9 | 1.6 | 1.0* | 2.3 | 1.7 |
| | (2.2,3.3) | (1.5,2.4) | (0.9,2.8) | (0.4,2.0) | (2.0,2.7) | (1.2,2.4) |
| 51-60 days | 2.3 | 1.6 | 2.7 | 1.7 | 2.3 | 1.2 |
| | (1.9,2.9) | (1.3,2.0) | (1.7,4.3) | (1.0,2.8) | (1.9,2.6) | (0.8,1.8) |
| More than 60 days | 15.1 | 12.1 | 9.3 | 5.0 | 13.7 | 9.9 |
| | (13.9,16.5) | (11.2,13.1) | (7.4,11.6) | (3.5,7.1) | (12.8,14.6) | (8.4,11.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 27.3**
*Work Details Outside the Scope of Primary Duties Over Past 12 Months:  By Retirement/Separation*

27.  How many days over the past 12 months have you been detailed/assigned for work outside the scope of your primary duties (e.g., "augmentee" assignments, maintenance tasks unrelated to your primary duty, ceremonies, installation support, etc.)?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 12 | 91 | 7 | 149 | 10 | 141 |
| Responding on Item | 3,875 | 17,879 | 4,539 | 23,484 | 6,426 | 30,050 |
| None | 47.9 | 27.2 | 43.0 | 31.1 | 42.3 | 28.4 |
| | (44.1,51.8) | (25.3,29.0) | (39.2,46.8) | (29.1,33.2) | (38.9,45.7) | (26.4,30.5) |
| 1-10 days | 23.1 | 24.2 | 25.3 | 26.9 | 25.4 | 27.3 |
| | (19.5,27.2) | (22.7,25.8) | (22.5,28.4) | (25.5,28.3) | (22.4,28.7) | (25.6,29.0) |
| 11-20 days | 8.2 | 11.3 | 12.4 | 11.1 | 9.7 | 11.8 |
| | (5.6,11.8) | (9.8,12.9) | (10.2,15.1) | (9.7,12.7) | (7.8,12.1) | (10.9,12.8) |
| 21-30 days | 5.1 | 9.1 | 6.3 | 9.4 | 7.0 | 9.4 |
| | (3.5,7.3) | (7.9,10.4) | (4.2,9.4) | (7.6,11.7) | (5.1,9.5) | (8.1,10.9) |
| 31-40 days | 3.5 | 4.9 | 3.4 | 5.6 | 3.8* | 4.9 |
| | (2.2,5.4) | (4.2,5.6) | (2.2,5.5) | (4.7,6.6) | (1.9,7.5) | (4.1,5.9) |
| 41-50 days | 1.5* | 2.5 | 0.7* | 2.1 | 1.6 | 2.7 |
| | (0.7,3.0) | (1.9,3.2) | (0.3,1.6) | (1.4,3.2) | (0.9,2.7) | (2.1,3.5) |
| 51-60 days | 1.4* | 3.2 | 2.3* | 2.0 | 1.0* | 1.8 |
| | (0.6,3.0) | (2.5,3.9) | (1.2,4.4) | (1.5,2.7) | (0.4,2.2) | (1.4,2.3) |
| More than 60 days | 9.4 | 17.8 | 6.5 | 11.7 | 9.2 | 13.7 |
| | (6.8,12.7) | (16.4,19.4) | (4.5,9.2) | (10.9,12.5) | (6.4,13.1) | (12.0,15.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 28.1**
*Location of Permanent Duty Station:  By Service*

28.  Where was your permanent duty station located?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 10,144 | 10,100 | 5,566 | 1,895 | 1,424 | 1,215 | 44 |
| Responding on Item | 76,734 | 75,892 | 31,796 | 17,537 | 10,014 | 16,545 | 842 |
| In one of the 50 states, D.C., Puerto Rico, a U.S. Territory or Possession | 86.8 (85.9,87.6) | 86.6 (85.8,87.5) | 81.1 (80.1,82.1) | 87.6 (84.6,90.1) | 92.9 (91.6,94.0) | 92.4 (90.7,93.8) | 100.0 (N/A,N/A) |
| South, Central, or North America (outside U.S.) | 0.4 (0.3,0.6) | 0.4 (0.3,0.6) | 0.5 (0.4,0.7) | 0.5* (0.2,1.1) | 0.5* (0.3,1.0) | 0.2* (0.1,0.6) | 0.0 (N/A,N/A) |
| Europe | 6.6 (6.0,7.2) | 6.7 (6.1,7.3) | 11.7 (10.5,13.0) | 3.1 (2.4,4.0) | 0.5* (0.2,1.3) | 4.6 (3.5,5.9) | 0.0 (N/A,N/A) |
| Middle East | 0.1 (0.1,0.2) | 0.1 (0.1,0.2) | 0.1 (0.1,0.2) | 0.2* (0.1,0.4) | 0.0 (N/A,N/A) | 0.1* (0.0,0.4) | 0.0 (N/A,N/A) |
| Australia/New Zealand | 0.1* (0.0,0.1) | 0.1* (0.0,0.1) | 0.0* (0.0,0.1) | 0.1* (0.0,0.5) | 0.1* (0.0,0.3) | 0.1* (0.0,0.3) | 0.0 (N/A,N/A) |
| Asia or Other Pacific Islands | 5.9 (5.2,6.8) | 6.0 (5.2,6.9) | 6.4 (5.4,7.7) | 8.5 (6.1,11.6) | 5.9 (5.1,6.9) | 2.7 (1.9,3.6) | 0.0 (N/A,N/A) |
| Africa | 0.0* (0.0,0.1) | 0.0* (0.0,0.1) | 0.0* (0.0,0.1) | 0.0* (0.0,0.3) | 0.1* (0.0,0.3) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) |
| Antarctica | 0.0* (0.0,0.0) | 0.0* (0.0,0.0) | 0.0* (0.0,0.1) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 28.2**
*Location of Permanent Duty Station:  By Paygrade and Gender*

28.  Where was your permanent duty station located?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 6,899 | 2,645 | 315 | 272 | 9,006 | 1,117 |
| Responding on Item | 39,755 | 26,384 | 5,403 | 5,155 | 64,975 | 11,628 |
| In one of the 50 states, D.C., Puerto Rico, a U.S. Territory or Possession | 83.6 | 89.8 | 89.0 | 93.3 | 87.0 | 85.7 |
| | (82.2,85.0) | (88.6,90.9) | (86.6,91.0) | (91.2,94.8) | (86.0,87.9) | (83.6,87.5) |
| South, Central, or North America (outside U.S.) | 0.6 | 0.3* | 0.1* | 0.1* | 0.5 | 0.3* |
| | (0.5,0.9) | (0.1,0.6) | (0.0,0.3) | (0.1,0.3) | (0.4,0.6) | (0.1,0.7) |
| Europe | 8.0 | 4.9 | 6.9 | 4.5 | 6.1 | 9.5 |
| | (7.0,9.1) | (4.3,5.6) | (5.6,8.6) | (3.0,6.5) | (5.5,6.7) | (7.8,11.6) |
| Middle East | 0.1* | 0.1* | 0.3* | 0.1* | 0.1 | 0.1* |
| | (0.1,0.2) | (0.0,0.2) | (0.1,1.2) | (0.0,0.3) | (0.1,0.2) | (0.0,0.2) |
| Australia/New Zealand | 0.1* | 0.0* | 0.0 | 0.0 | 0.0* | 0.1* |
| | (0.0,0.3) | (0.0,0.1) | (N/A,N/A) | (N/A,N/A) | (0.0,0.1) | (0.0,0.4) |
| Asia or Other Pacific Islands | 7.5 | 4.9 | 3.5 | 2.0 | 6.2 | 4.3 |
| | (6.1,9.1) | (4.1,5.9) | (2.5,4.8) | (1.4,3.0) | (5.4,7.3) | (3.4,5.5) |
| Africa | 0.0* | 0.0* | 0.2* | 0.0 | 0.0* | 0.1* |
| | (0.0,0.1) | (0.0,0.1) | (0.0,0.9) | (N/A,N/A) | (0.0,0.1) | (0.0,0.4) |
| Antarctica | 0.0* | 0.0 | 0.0 | 0.0 | 0.0* | 0.0 |
| | (0.0,0.0) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (0.0,0.0) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 28.3**
*Location of Permanent Duty Station:  By Retirement/Separation*

28. Where was your permanent duty station located?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 331 | 2,294 | 357 | 3,217 | 470 | 3,397 |
| Responding on Item | 3,556 | 15,676 | 4,189 | 20,416 | 5,966 | 26,794 |
| In one of the 50 states, D.C., Puerto Rico, a U.S. Territory or Possession | 94.0 | 85.7 | 93.4 | 84.9 | 92.2 | 85.7 |
| | (91.7,95.7) | (83.9,87.3) | (90.3,95.5) | (83.0,86.6) | (89.6,94.3) | (84.3,87.0) |
| South, Central, or North America (outside U.S.) | 0.4* | 0.2* | 0.1* | 0.7 | 0.1* | 0.5 |
| | (0.1,1.4) | (0.1,0.5) | (0.0,0.5) | (0.5,1.1) | (0.0,0.4) | (0.3,0.8) |
| Europe | 2.4* | 8.4 | 3.7 | 7.2 | 3.4 | 6.8 |
| | (1.3,4.3) | (6.7,10.6) | (2.3,6.0) | (6.3,8.2) | (1.9,6.0) | (5.8,8.1) |
| Middle East | 0.1* | 0.2* | 0.0 | 0.2* | 0.0* | 0.1* |
| | (0.0,0.5) | (0.1,0.4) | (N/A,N/A) | (0.1,0.4) | (0.0,0.2) | (0.0,0.2) |
| Australia/New Zealand | 0.0 | 0.1* | 0.0 | 0.1* | 0.0 | 0.1* |
| | (N/A,N/A) | (0.0,0.2) | (N/A,N/A) | (0.0,0.4) | (N/A,N/A) | (0.0,0.2) |
| Asia or Other Pacific Islands | 3.0 | 5.4 | 2.8 | 6.9 | 4.2 | 6.9 |
| | (2.1,4.4) | (4.3,6.7) | (1.6,4.7) | (5.6,8.4) | (2.4,7.3) | (5.7,8.3) |
| Africa | 0.1* | 0.0* | 0.0 | 0.1* | 0.0 | 0.0* |
| | (0.0,0.4) | (0.0,0.1) | (N/A,N/A) | (0.0,0.2) | (N/A,N/A) | (0.0,0.1) |
| Antarctica | 0.0 | 0.0 | 0.0 | 0.0* | 0.0 | 0.0* |
| | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (0.0,0.1) | (N/A,N/A) | (0.0,0.1) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 29.1**
*Number of Permanent Changes of Station During Active Duty Career: By Service*

29. During your active duty career, how many permanent changes of station (PCSs) have you made?

*Include PCS for a remote or unaccompanied tour.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,632 | 1,632 | 754 | 484 | 315 | 79 | 0 |
| Responding on Item | 85,246 | 84,360 | 36,608 | 18,948 | 11,123 | 17,681 | 886 |
| 0 | 25.9 | 26.1 | 31.9 | 17.7 | 29.9 | 20.8 | 4.9* |
| | (25.1,26.7) | (25.3,26.9) | (30.9,32.9) | (16.2,19.4) | (27.7,32.1) | (18.3,23.5) | (1.8,12.6) |
| 1 | 16.4 | 16.5 | 19.6 | 12.9 | 19.2 | 12.2 | 6.2* |
| | (15.6,17.2) | (15.7,17.3) | (18.4,20.8) | (11.4,14.6) | (17.8,20.6) | (10.7,14.0) | (2.0,17.5) |
| 2 | 16.6 | 16.7 | 16.9 | 15.0 | 21.4 | 15.0 | 12.3* |
| | (16.0,17.3) | (16.1,17.3) | (16.2,17.6) | (14.0,16.2) | (19.8,23.1) | (13.0,17.4) | (5.4,25.7) |
| 3 | 11.9 | 11.8 | 11.0 | 14.7 | 10.3 | 11.4 | 19.8 |
| | (11.3,12.5) | (11.2,12.5) | (10.3,11.7) | (12.7,16.9) | (9.4,11.3) | (10.2,12.7) | (19.3,20.2) |
| 4 | 7.2 | 7.1 | 5.9 | 9.1 | 5.6 | 8.6 | 9.9 |
| | (6.7,7.7) | (6.7,7.7) | (5.3,6.5) | (7.9,10.6) | (4.6,6.8) | (7.5,9.9) | (9.6,10.1) |
| 5 | 5.2 | 5.1 | 3.6 | 7.3 | 3.3 | 7.2 | 7.4* |
| | (4.6,5.8) | (4.5,5.8) | (3.2,4.0) | (5.6,9.5) | (2.5,4.5) | (5.4,9.5) | (3.9,13.5) |
| 6 | 4.0 | 4.0 | 2.4 | 5.0 | 1.9 | 7.6 | 3.7* |
| | (3.7,4.3) | (3.7,4.4) | (2.0,2.7) | (4.2,6.0) | (1.5,2.4) | (6.7,8.8) | (2.0,6.8) |
| 7 | 3.3 | 3.3 | 1.8 | 4.2 | 1.9 | 6.1 | 1.2* |
| | (2.8,3.8) | (2.8,3.8) | (1.6,2.1) | (3.2,5.4) | (1.3,2.8) | (4.4,8.4) | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 29.1 (continued)**
*Number of Permanent Changes of Station During Active Duty Career:  By Service*

29.  During your active duty career, how many permanent changes of station (PCSs) have you made?

*Include PCS for a remote or unaccompanied tour.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,632 | 1,632 | 754 | 484 | 315 | 79 | 0 |
| Responding on Item | 85,246 | 84,360 | 36,608 | 18,948 | 11,123 | 17,681 | 886 |
| 8 | 2.6 | 2.5 | 1.8 | 3.7 | 1.7 | 3.4 | 8.6* |
| | (2.3,2.9) | (2.2,2.8) | (1.5,2.0) | (2.7,5.0) | (1.2,2.3) | (3.0,4.0) | (3.6,19.2) |
| 9 | 1.9 | 1.8 | 1.3 | 2.8 | 0.8 | 2.3 | 11.1 |
| | (1.7,2.1) | (1.6,2.0) | (1.1,1.5) | (2.1,3.7) | (0.5,1.1) | (1.9,2.8) | (9.1,13.5) |
| 10 to 14 | 4.4 | 4.3 | 3.2 | 6.8 | 3.4 | 4.6 | 14.8 |
| | (4.1,4.8) | (4.0,4.7) | (2.8,3.5) | (6.0,7.6) | (2.9,3.9) | (3.5,6.0) | (10.9,19.9) |
| 15 or more | 0.7 | 0.7 | 0.8 | 0.7 | 0.7* | 0.6 | 0.0 |
| | (0.6,0.9) | (0.6,0.9) | (0.6,1.1) | (0.5,1.1) | (0.4,1.2) | (0.5,0.8) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 29.2**
*Number of Permanent Changes of Station During Active Duty Career: By Paygrade and Gender*

29. During your active duty career, how many permanent changes of station (PCSs) have you made?

*Include PCSs for a remote or unaccompanied tour.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,381 | 213 | 27 | 17 | 1,425 | 166 |
| Responding on Item | 45,273 | 28,816 | 5,691 | 5,410 | 72,556 | 12,579 |
| 0 | 42.4 | 8.4 | 6.7 | 1.5 | 25.6 | 27.4 |
| | (41.2,43.6) | (7.6,9.2) | (5.9,7.7) | (1.0,2.1) | (24.8,26.5) | (24.7,30.2) |
| 1 | 22.8 | 8.7 | 16.2 | 3.4 | 15.9 | 19.1 |
| | (21.5,24.2) | (8.0,9.4) | (14.3,18.3) | (2.3,5.1) | (15.1,16.8) | (17.5,20.9) |
| 2 | 19.9 | 13.3 | 21.2 | 2.6 | 16.2 | 19.2 |
| | (18.8,20.9) | (12.5,14.2) | (19.4,23.2) | (2.0,3.3) | (15.5,16.9) | (17.5,21.0) |
| 3 | 10.0 | 14.5 | 21.2 | 3.3 | 11.9 | 11.9 |
| | (9.3,10.9) | (13.1,16.1) | (18.2,24.6) | (2.2,4.9) | (11.2,12.6) | (10.7,13.4) |
| 4 | 3.0 | 12.8 | 14.5 | 4.1 | 7.3 | 6.4 |
| | (2.6,3.5) | (11.7,13.9) | (11.7,17.9) | (3.0,5.5) | (6.8,7.9) | (5.2,7.7) |
| 5 | 1.1 | 10.5 | 8.1 | 7.1 | 5.2 | 4.8 |
| | (0.9,1.4) | (8.9,12.4) | (6.3,10.4) | (5.6,9.0) | (4.6,5.9) | (3.5,6.6) |
| 6 | 0.2 | 9.0 | 4.0 | 9.3 | 4.0 | 4.1 |
| | (0.1,0.3) | (8.2,9.9) | (2.7,6.1) | (7.1,12.0) | (3.6,4.4) | (3.3,5.0) |
| 7 | 0.1 | 6.5 | 3.1 | 12.5 | 3.5 | 2.1 |
| | (0.1,0.2) | (5.5,7.8) | (2.3,4.2) | (8.6,17.7) | (3.0,4.0) | (1.4,3.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 29.2 (continued)**
*Number of Permanent Changes of Station During Active Duty Career:  By Paygrade and Gender*

29.  During your active duty career, how many permanent changes of station (PCSs) have you made?

*Include PCS for a remote or unaccompanied tour.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,381 | 213 | 27 | 17 | 1,425 | 166 |
| Responding on Item | 45,273 | 28,816 | 5,691 | 5,410 | 72,556 | 12,579 |
| 8 | 0.0* | 5.7 | 1.7 | 8.4 | 2.7 | 2.1* |
| | *(0.0,0.1)* | *(4.9,6.5)* | *(1.0,2.7)* | *(6.8,10.2)* | *(2.4,3.0)* | *(1.2,3.8)* |
| 9 | 0.1* | 3.7 | 0.6* | 8.4 | 2.0 | 1.0* |
| | *(0.0,0.1)* | *(3.2,4.3)* | *(0.2,2.0)* | *(7.2,9.8)* | *(1.8,2.3)* | *(0.5,2.1)* |
| 10 to 14 | 0.2* | 6.5 | 2.4* | 31.3 | 4.9 | 1.7 |
| | *(0.0,0.6)* | *(5.7,7.4)* | *(0.9,6.1)* | *(28.2,34.6)* | *(4.5,5.3)* | *(1.3,2.2)* |
| 15 or more | 0.1* | 0.3 | 0.2* | 8.2 | 0.8 | 0.1* |
| | *(0.1,0.4)* | *(0.2,0.6)* | *(0.1,0.5)* | *(7.0,9.6)* | *(0.7,1.0)* | *(0.0,0.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 29.3**
*Number of Permanent Changes of Station During Active Duty Career:  By Retirement/Separation*

29.  During your active duty career, how many permanent changes of station (PCSs) have you made?

*Include PCSs for a remote or unaccompanied tour.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | 21 | 288 | 27 | 682 | 2 | 582 |
| Not Responding on Item | | | | | | |
| Responding on Item | 3,866 | 17,682 | 4,519 | 22,951 | 6,434 | 29,609 |
| 0 | 1.1* | 24.3 | 0.2* | 36.5 | 1.1* | 31.2 |
| | (0.5,2.4) | (22.0,26.8) | (0.1,0.5) | (34.6,38.4) | (0.5,2.8) | (29.4,33.2) |
| 1 | 1.0* | 17.3 | 0.5* | 21.2 | 0.8* | 19.8 |
| | (0.4,2.8) | (15.9,18.9) | (0.1,1.5) | (19.5,23.0) | (0.4,1.8) | (18.1,21.6) |
| 2 | 1.2* | 17.4 | 2.5* | 21.7 | 1.9 | 19.6 |
| | (0.6,2.6) | (15.8,19.1) | (1.2,5.5) | (20.3,23.2) | (1.1,3.3) | (18.5,20.8) |
| 3 | 3.4* | 16.6 | 2.1* | 11.0 | 1.2* | 14.7 |
| | (1.8,6.1) | (14.9,18.4) | (1.1,3.8) | (9.7,12.5) | (0.6,2.7) | (13.6,15.9) |
| 4 | 7.6 | 10.5 | 4.6 | 4.5 | 5.2 | 8.0 |
| | (5.6,10.2) | (9.2,12.0) | (3.5,6.1) | (3.8,5.3) | (3.5,7.5) | (7.3,8.8) |
| 5 | 11.8 | 7.1 | 10.1 | 3.1 | 8.1 | 3.4 |
| | (7.8,17.4) | (6.0,8.4) | (6.8,14.7) | (2.7,3.6) | (4.9,13.0) | (2.8,4.0) |
| 6 | 14.3 | 2.9 | 13.0 | 1.0 | 16.7 | 1.6 |
| | (11.9,17.2) | (2.3,3.6) | (11.0,15.3) | (0.6,1.6) | (14.3,19.4) | (1.2,2.1) |
| 7 | 11.6 | 1.9 | 17.0 | 0.4* | 14.0 | 0.8 |
| | (8.9,15.1) | (1.5,2.4) | (11.9,23.8) | (0.2,0.7) | (11.3,17.2) | (0.5,1.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 29.3 (continued)**
*Number of Permanent Changes of Station During Active Duty Career: By Retirement/Separation*

29. During your active duty career, how many permanent changes of station (PCSs) have you made?

*Include PCS for a remote or unaccompanied tour.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 21 | 288 | 27 | 682 | 2 | 582 |
| Responding on Item | 3,866 | 17,682 | 4,519 | 22,951 | 6,434 | 29,609 |
| 8 | 14.4 | 0.8 | 11.8 | 0.3* | 12.4 | 0.3 |
| | *(11.0,18.5)* | *(0.6,1.2)* | *(9.3,14.8)* | *(0.1,0.7)* | *(10.1,15.1)* | *(0.2,0.5)* |
| 9 | 8.7 | 0.5* | 9.4 | 0.2* | 10.0 | 0.2 |
| | *(6.9,11.0)* | *(0.3,1.0)* | *(7.3,12.0)* | *(0.1,0.4)* | *(7.9,12.5)* | *(0.1,0.2)* |
| 10 to 14 | 22.6 | 0.4* | 24.5 | 0.1* | 24.6 | 0.3* |
| | *(18.4,27.5)* | *(0.2,0.8)* | *(20.9,28.6)* | *(0.0,0.3)* | *(20.6,29.1)* | *(0.1,0.9)* |
| 15 or more | 2.3 | 0.3* | 4.2 | 0.1* | 4.0 | 0.1* |
| | *(1.5,3.7)* | *(0.1,0.8)* | *(2.9,6.1)* | *(0.0,0.2)* | *(3.1,5.0)* | *(0.0,0.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 30.1**
*Overnight Stays Away From Permanent Duty Station During Past 12 Months Due to Military Duties: By Service*

30. In the past 12 months, have you been away from your permanent duty station overnight because of your military duties?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 642 | 631 | 273 | 215 | 97 | 47 | 11 |
| Responding on Item | 86,236 | 85,361 | 37,089 | 19,217 | 11,341 | 17,713 | 875 |
| Yes | 66.2 | 66.2 | 67.1 | 60.3 | 69.9 | 68.2 | 72.5 |
| | (65.4,67.1) | (65.3,67.0) | (66.1,68.1) | (58.2,62.4) | (67.6,72.1) | (66.2,70.2) | (67.3,77.1) |
| No | 33.8 | 33.8 | 32.9 | 39.7 | 30.1 | 31.8 | 27.5 |
| | (32.9,34.6) | (33.0,34.7) | (31.9,33.9) | (37.6,41.8) | (27.9,32.4) | (29.8,33.8) | (22.9,32.7) |

**Table 30.2**
*Overnight Stays Away From Permanent Duty Station During Past 12 Months Due to Military Duties:  By Paygrade and Gender*

30.  In the past 12 months, have you been away from your permanent duty station overnight because of your military duties?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 430 | 184 | 15 | 13 | 567 | 74 |
| Responding on Item | 46,224 | 28,845 | 5,703 | 5,414 | 73,414 | 12,671 |
| Yes | 60.0 | 69.2 | 81.6 | 87.3 | 68.8 | 51.0 |
| | (59.0,61.1) | (67.5,70.9) | (79.1,83.9) | (82.9,90.7) | (68.0,69.7) | (48.5,53.6) |
| No | 40.0 | 30.8 | 18.4 | 12.7 | 31.2 | 49.0 |
| | (38.9,41.0) | (29.1,32.5) | (16.1,20.9) | (9.3,17.1) | (30.3,32.0) | (46.4,51.5) |

**Table 30.3**
*Overnight Stays Away From Permanent Duty Station During Past 12 Months Due to Military Duties:  By Retirement/Separation*

30.  In the past 12 months, have you been away from your permanent duty station overnight because of your military duties?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3 | 99 | 27 | 214 | 16 | 261 |
| Responding on Item | 3,884 | 17,871 | 4,519 | 23,419 | 6,420 | 29,930 |
| Yes | 72.1 | 67.4 | 76.8 | 61.1 | 75.0 | 65.3 |
| | (66.3,77.2) | (65.2,69.6) | (72.1,81.0) | (59.0,63.1) | (71.7,78.0) | (64.0,66.7) |
| No | 27.9 | 32.6 | 23.2 | 38.9 | 25.0 | 34.7 |
| | (22.8,33.7) | (30.4,34.8) | (19.0,27.9) | (36.9,41.0) | (22.0,28.3) | (33.3,36.0) |

**Table 31.1**

*Number of Times Away From Permanent Duty Station Overnight During Past 12 Months Due to Military Duties: By Service*

31. In the past 12 months, how many separate times were you away from your permanent duty station for at least one night because of your military duties?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,600 | 1,589 | 700 | 404 | 231 | 255 | 11 |
| Responding on Item | 85,278 | 84,403 | 36,662 | 19,028 | 11,207 | 17,505 | 875 |
| None† | 34.1 | 34.2 | 33.3 | 40.1 | 30.4 | 32.2 | 27.5 |
| | (33.3,35.0) | (33.4,35.0) | (32.4,34.2) | (37.9,42.4) | (28.2,32.7) | (30.2,34.2) | (21.7,34.2) |
| 1-2 times | 19.5 | 19.5 | 18.3 | 13.4 | 19.9 | 28.5 | 23.8 |
| | (18.8,20.3) | (18.7,20.3) | (17.2,19.4) | (12.0,14.9) | (18.5,21.3) | (26.2,30.9) | (22.5,25.1) |
| 3-4 times | 13.3 | 13.3 | 13.5 | 10.6 | 13.8 | 15.3 | 20.0 |
| | (12.6,14.1) | (12.5,14.1) | (12.3,14.8) | (8.8,12.8) | (12.7,14.9) | (13.9,16.8) | (16.3,24.2) |
| 5-6 times | 8.2 | 8.3 | 9.2 | 7.4 | 8.6 | 7.1 | 7.5* |
| | (7.7,8.9) | (7.7,8.9) | (8.2,10.2) | (6.2,8.7) | (7.6,9.7) | (6.0,8.4) | (4.1,13.4) |
| 7-8 times | 4.8 | 4.8 | 5.6 | 4.4 | 4.0 | 4.1 | 5.0* |
| | (4.4,5.2) | (4.4,5.2) | (5.0,6.2) | (3.6,5.3) | (3.2,5.1) | (3.4,4.9) | (1.8,13.0) |
| 9-10 times | 3.2 | 3.2 | 3.4 | 3.4 | 2.9 | 2.8 | 1.3* |
| | (2.9,3.5) | (2.9,3.6) | (3.1,3.7) | (2.5,4.7) | (2.3,3.6) | (2.1,3.7) | (0.2,7.1) |
| 11-12 times | 1.6 | 1.6 | 1.3 | 1.8 | 1.8 | 1.7 | 0.0 |
| | (1.4,1.8) | (1.4,1.8) | (1.1,1.6) | (1.3,2.4) | (1.3,2.6) | (1.2,2.3) | (N/A,N/A) |
| 13 times or more | 15.2 | 15.2 | 15.4 | 19.0 | 18.7 | 8.4 | 15.0 |
| | (14.6,15.8) | (14.6,15.8) | (14.7,16.3) | (17.6,20.4) | (16.9,20.7) | (7.5,9.4) | (11.3,19.7) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

†"None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 31.2**
*Number of Times Away From Permanent Duty Station Overnight During Past 12 Months Due to Military Duties: By Paygrade and Gender*

31. In the past 12 months, how many separate times were you away from your permanent duty station for at least one night because of your military duties?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 912 | 556 | 64 | 69 | 1,444 | 151 |
| Responding on Item | 45,742 | 28,473 | 5,654 | 5,358 | 72,537 | 12,594 |
| None† | 40.4 | 31.2 | 18.6 | 12.8 | 31.5 | 49.3 |
| | (39.3,41.5) | (29.5,32.9) | (16.2,21.1) | (9.4,17.3) | (30.7,32.4) | (46.6,51.9) |
| 1-2 times | 20.0 | 19.2 | 20.0 | 17.1 | 18.9 | 22.9 |
| | (18.9,21.0) | (17.7,20.8) | (17.8,22.3) | (14.7,19.8) | (18.2,19.7) | (20.6,25.4) |
| 3-4 times | 11.3 | 14.6 | 20.1 | 17.2 | 13.8 | 10.5 |
| | (10.2,12.5) | (13.5,15.7) | (18.8,21.4) | (13.2,22.1) | (12.9,14.8) | (9.1,12.1) |
| 5-6 times | 7.1 | 9.0 | 11.8 | 10.4 | 8.8 | 5.0 |
| | (6.4,8.0) | (8.0,9.9) | (9.9,13.9) | (7.6,14.0) | (8.2,9.5) | (4.0,6.3) |
| 7-8 times | 3.9 | 4.9 | 6.5 | 10.2 | 5.2 | 2.5 |
| | (3.4,4.5) | (4.3,5.5) | (5.5,7.6) | (8.4,12.2) | (4.8,5.7) | (1.9,3.3) |
| 9-10 times | 2.2 | 3.7 | 4.0 | 8.0 | 3.4 | 1.9 |
| | (1.9,2.6) | (3.2,4.3) | (3.2,5.1) | (5.4,11.7) | (3.1,3.8) | (1.3,2.6) |
| 11-12 times | 1.0 | 1.5 | 2.3 | 5.8 | 1.6 | 1.0 |
| | (0.8,1.2) | (1.1,2.0) | (1.4,3.7) | (4.5,7.5) | (1.4,1.9) | (0.6,1.7) |
| 13 times or more | 14.1 | 16.0 | 16.8 | 18.5 | 16.6 | 6.9 |
| | (13.5,14.8) | (14.9,17.1) | (14.0,20.1) | (16.4,20.8) | (16.0,17.3) | (5.8,8.2) |

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 31.3**
*Number of Times Away From Permanent Duty Station Overnight During Past 12 Months Due to Military Duties: By Retirement/Separation*

31. In the past 12 months, how many separate times were you away from your permanent duty station for at least one night because of your military duties?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 59 | 260 | 107 | 477 | 93 | 576 |
| Responding on Item | 3,828 | 17,710 | 4,439 | 23,156 | 6,343 | 29,615 |
| None† | 28.3 | 32.9 | 23.6 | 39.4 | 25.3 | 35.0 |
| | (23.2,34.1) | (30.7,35.1) | (19.3,28.5) | (37.3,41.5) | (22.4,28.5) | (33.7,36.4) |
| 1-2 times | 18.0 | 18.6 | 20.0 | 20.0 | 18.2 | 20.3 |
| | (15.6,20.7) | (16.6,20.7) | (15.8,25.1) | (18.6,21.4) | (14.9,22.0) | (18.7,22.0) |
| 3-4 times | 12.1 | 13.9 | 18.0 | 12.1 | 15.5 | 13.1 |
| | (8.8,16.3) | (12.6,15.3) | (15.7,20.5) | (10.4,14.0) | (12.4,19.2) | (11.8,14.5) |
| 5-6 times | 9.7 | 6.9 | 11.1 | 8.3 | 9.9 | 8.0 |
| | (7.6,12.3) | (5.9,8.1) | (8.2,14.9) | (7.4,9.4) | (7.8,12.4) | (7.2,8.9) |
| 7-8 times | 6.5 | 4.4 | 6.6 | 3.9 | 6.7 | 4.8 |
| | (4.2,10.2) | (3.4,5.6) | (5.2,8.5) | (3.1,4.8) | (5.3,8.5) | (4.2,5.6) |
| 9-10 times | 5.7 | 3.4 | 5.2 | 2.5 | 6.0 | 2.4 |
| | (3.5,9.1) | (2.8,4.1) | (3.4,7.9) | (2.1,3.0) | (4.1,8.7) | (2.0,3.0) |
| 11-12 times | 3.9 | 1.5 | 3.0 | 0.9 | 3.0 | 1.3 |
| | (2.6,5.8) | (1.1,2.0) | (2.4,3.7) | (0.6,1.3) | (2.0,4.4) | (1.0,1.7) |
| 13 times or more | 15.8 | 18.5 | 12.5 | 13.0 | 15.4 | 15.1 |
| | (12.9,19.1) | (16.7,20.5) | (10.6,14.6) | (11.8,14.4) | (13.6,17.4) | (13.8,16.5) |

†"None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32a.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Peacekeeping or Other Contingency Operation:  By Service*

32a.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Peacekeeping or other contingency operation

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 19,817 | 19,554 | 8,250 | 4,477 | 3,001 | 3,826 | 263 |
| Responding on Item | 67,061 | 66,438 | 29,112 | 14,955 | 8,437 | 13,934 | 623 |
| None† | 79.7 | 79.6 | 79.4 | 81.8 | 86.9 | 73.3 | 93.0* |
| | (79.0,80.4) | (78.9,80.3) | (78.4,80.4) | (80.6,83.0) | (85.0,88.7) | (71.1,75.4) | (92.2,93.7) |
| Less than 1 month | 2.5 | 2.5 | 2.2 | 2.7 | 2.6 | 3.0 | 3.5* |
| | (2.2,2.9) | (2.2,2.9) | (1.8,2.7) | (2.0,3.6) | (1.9,3.5) | (2.3,3.8) | (3.2,3.9) |
| 1 month to less than 3 months | 4.5 | 4.5 | 3.3 | 3.5 | 4.2 | 8.2 | 1.8* |
| | (4.0,5.0) | (4.0,5.1) | (2.6,4.2) | (2.4,5.1) | (3.4,5.2) | (7.1,9.4) | (0.3,8.9) |
| 3 months to less than 5 months | 5.5 | 5.5 | 4.6 | 3.0 | 1.9 | 12.1 | 1.8* |
| | (5.1,5.9) | (5.1,5.9) | (4.1,5.2) | (2.3,3.9) | (1.5,2.5) | (11.1,13.2) | (0.3,10.2) |
| 5 months to less than 7 months | 5.4 | 5.4 | 6.5 | 7.0 | 3.4 | 2.7 | 0.0* |
| | (4.9,5.8) | (5.0,5.9) | (5.7,7.3) | (6.1,8.1) | (2.7,4.3) | (1.9,3.9) | (N/A,N/A) |
| 7 months to less than 10 months | 1.7 | 1.8 | 2.8 | 1.5 | 0.7 | 0.5 | 0.0* |
| | (1.3,2.4) | (1.3,2.5) | (1.8,4.5) | (1.1,2.1) | (0.4,1.3) | (0.3,0.7) | (N/A,N/A) |
| 10 months to 12 months | 0.7 | 0.7 | 1.1 | 0.5* | 0.2* | 0.2* | 0.0* |
| | (0.5,0.9) | (0.5,1.0) | (0.8,1.7) | (0.2,0.9) | (0.1,0.5) | (0.1,0.7) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32a.2**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Peacekeeping or Other Contingency Operation: By Paygrade and Gender*

32a.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Peacekeeping or other contingency operation

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 9,287 | 6,938 | 1,694 | 1,889 | 17,815 | 1,933 |
| Responding on Item | 37,367 | 22,091 | 4,024 | 3,538 | 56,166 | 10,812 |
| None† | 79.5 | 79.8 | 77.5 | 84.7 | 78.0 | 88.7 |
| | (78.4,80.5) | (78.8,80.8) | (74.4,80.4) | (80.9,87.8) | (77.2,78.9) | (87.1,90.1) |
| Less than 1 month | 2.2 | 2.4 | 4.3 | 4.8 | 2.6 | 2.0 |
| | (1.8,2.7) | (2.0,2.9) | (2.9,6.1) | (3.4,6.9) | (2.3,3.0) | (1.4,2.8) |
| 1 month to less than 3 months | 4.5 | 4.1 | 5.7 | 4.5 | 4.9 | 2.4 |
| | (3.8,5.4) | (3.5,4.9) | (3.7,8.8) | (3.2,6.4) | (4.3,5.5) | (1.8,3.0) |
| 3 months to less than 5 months | 5.5 | 5.7 | 5.7 | 3.7 | 5.8 | 3.7 |
| | (4.9,6.1) | (5.0,6.4) | (4.2,7.6) | (2.2,6.1) | (5.4,6.3) | (2.8,4.9) |
| 5 months to less than 7 months | 5.4 | 5.9 | 5.4 | 1.5 | 6.0 | 2.2 |
| | (4.8,6.1) | (5.1,6.8) | (4.0,7.3) | (0.8,2.6) | (5.5,6.5) | (1.5,3.2) |
| 7 months to less than 10 months | 2.2 | 1.4 | 1.2* | 0.4 | 2.0 | 0.5 |
| | (1.4,3.4) | (1.0,1.8) | (0.6,2.2) | (0.3,0.7) | (1.4,2.8) | (0.4,0.8) |
| 10 months to 12 months | 0.8 | 0.7 | 0.2* | 0.3* | 0.7 | 0.6* |
| | (0.5,1.2) | (0.5,1.0) | (0.1,0.6) | (0.1,1.6) | (0.5,1.0) | (0.3,1.1) |

\* Low precision and/or unweighted denominator size between 30 and 59.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32a.3**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Peacekeeping or Other Contingency Operation: By Retirement/Separation*

32a. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Peacekeeping or other contingency operation

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 913 | 3,791 | 1,319 | 5,128 | 1,817 | 6,789 |
| Responding on Item | 2,974 | 14,179 | 3,227 | 18,505 | 4,619 | 23,402 |
| None† | 83.9 | 77.1 | 84.4 | 80.5 | 81.4 | 79.4 |
| | (79.5,87.4) | (75.2,78.9) | (81.3,87.0) | (78.7,82.3) | (78.9,83.7) | (77.3,81.3) |
| Less than 1 month | 3.2* | 3.4 | 3.1* | 2.1 | 2.0 | 2.2 |
| | (1.3,7.9) | (2.5,4.6) | (1.4,7.1) | (1.6,2.8) | (1.2,3.2) | (1.8,2.8) |
| 1 month to less than 3 months | 2.3* | 3.9 | 4.3* | 4.3 | 5.6 | 5.0 |
| | (0.9,5.7) | (3.2,4.9) | (2.3,7.9) | (3.4,5.5) | (4.1,7.6) | (4.1,6.0) |
| 3 months to less than 5 months | 4.5 | 5.7 | 4.7 | 5.3 | 4.5 | 5.8 |
| | (2.6,7.9) | (4.8,6.9) | (3.1,7.1) | (4.5,6.2) | (2.7,7.2) | (4.9,6.9) |
| 5 months to less than 7 months | 4.6 | 6.5 | 3.1* | 5.1 | 5.4 | 5.2 |
| | (3.4,6.1) | (5.2,8.1) | (1.6,5.6) | (4.3,6.1) | (3.7,7.9) | (4.3,6.1) |
| 7 months to less than 10 months | 0.8* | 2.3* | 0.2* | 1.8 | 0.7* | 1.9 |
| | (0.4,1.8) | (1.2,4.3) | (0.0,0.6) | (1.3,2.6) | (0.2,2.0) | (1.2,3.0) |
| 10 months to 12 months | 0.7* | 0.9* | 0.2 | 0.8 | 0.5* | 0.5* |
| | (0.3,2.1) | (0.4,2.0) | (0.1,0.4) | (0.5,1.1) | (0.1,2.0) | (0.3,1.0) |

\* Low precision and/or unweighted denominator size between 30 and 59.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32b.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Foreign Humanitarian Assistance Mission: By Service*

32b. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Foreign humanitarian assistance mission

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 24,298 | 24,024 | 10,266 | 5,119 | 3,208 | 5,431 | 273 |
| Responding on Item | 62,580 | 61,968 | 27,096 | 14,313 | 8,230 | 12,329 | 613 |
| None† | 93.1 | 93.1 | 94.0 | 92.0 | 91.4 | 93.5 | 96.4* |
| | (92.5,93.7) | (92.5,93.7) | (93.3,94.7) | (90.6,93.2) | (90.1,92.5) | (91.3,95.1) | (96.2,96.7) |
| Less than 1 month | 2.6 | 2.6 | 1.9 | 3.0 | 3.3 | 3.0 | 1.8* |
| | (2.1,3.1) | (2.1,3.1) | (1.3,2.9) | (2.1,4.3) | (2.5,4.4) | (2.0,4.5) | (0.3,10.1) |
| 1 month to less than 3 months | 1.9 | 1.9 | 1.5 | 1.7 | 2.2 | 2.8 | 1.8* |
| | (1.5,2.3) | (1.5,2.3) | (1.0,2.1) | (1.1,2.5) | (1.5,3.4) | (1.9,4.1) | (0.3,9.2) |
| 3 months to less than 5 months | 1.0 | 1.0 | 1.3 | 0.7* | 1.4 | 0.7* | 0.0* |
| | (0.8,1.3) | (0.8,1.3) | (0.9,1.8) | (0.3,1.4) | (0.8,2.3) | (0.4,1.3) | (N/A,N/A) |
| 5 months to less than 7 months | 1.0 | 1.0 | 0.8 | 2.1 | 1.4 | 0.1* | 0.0* |
| | (0.8,1.3) | (0.8,1.3) | (0.6,1.1) | (1.4,3.1) | (0.8,2.5) | (0.0,0.4) | (N/A,N/A) |
| 7 months to less than 10 months | 0.2 | 0.2 | 0.2 | 0.4* | 0.2* | 0.0 | 0.0* |
| | (0.1,0.3) | (0.1,0.3) | (0.1,0.3) | (0.2,0.8) | (0.1,0.5) | (N/A,N/A) | (N/A,N/A) |
| 10 months to 12 months | 0.2* | 0.2* | 0.3* | 0.1* | 0.1* | 0.0 | 0.0* |
| | (0.1,0.3) | (0.1,0.3) | (0.1,0.6) | (0.1,0.4) | (0.0,0.5) | (N/A,N/A) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32b.2**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Foreign Humanitarian Assistance Mission:  By Paygrade and Gender*

32b.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?   Foreign humanitarian assistance mission

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 11,633 | 8,461 | 2,083 | 2,114 | 21,792 | 2,438 |
| Responding on Item | 35,021 | 20,568 | 3,635 | 3,313 | 52,189 | 10,307 |
| None† | 92.8 | 93.2 | 93.6 | 95.2 | 92.6 | 96.1 |
| | (91.9,93.6) | (92.2,94.2) | (91.2,95.4) | (91.6,97.3) | (91.8,93.2) | (94.9,97.0) |
| Less than 1 month | 2.5 | 2.1 | 4.0 | 4.5* | 2.8 | 1.3 |
| | (1.9,3.4) | (1.5,2.9) | (2.4,6.5) | (2.5,8.1) | (2.3,3.5) | (0.7,2.3) |
| 1 month to less than 3 months | 2.1 | 1.8 | 1.2* | 0.3* | 2.0 | 0.9 |
| | (1.6,2.8) | (1.5,2.3) | (0.7,2.2) | (0.1,1.0) | (1.6,2.5) | (0.6,1.3) |
| 3 months to less than 5 months | 1.1 | 1.2 | 0.6* | 0.0 | 1.0 | 1.0* |
| | (0.8,1.5) | (0.8,1.7) | (0.2,1.9) | (N/A,N/A) | (0.8,1.3) | (0.5,2.0) |
| 5 months to less than 7 months | 1.1 | 1.2 | 0.5* | 0.0 | 1.1 | 0.5* |
| | (0.9,1.4) | (0.8,1.8) | (0.1,1.7) | (N/A,N/A) | (0.9,1.5) | (0.2,0.9) |
| 7 months to less than 10 months | 0.2 | 0.3* | 0.0 | 0.0 | 0.2 | 0.1* |
| | (0.1,0.3) | (0.1,0.5) | (N/A,N/A) | (N/A,N/A) | (0.1,0.3) | (0.0,0.4) |
| 10 months to 12 months | 0.2* | 0.2* | 0.1* | 0.0 | 0.2* | 0.1 |
| | (0.1,0.4) | (0.1,0.4) | (0.0,0.4) | (N/A,N/A) | (0.1,0.3) | (0.1,0.2) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32b.3**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Foreign Humanitarian Assistance Mission:  By Retirement/Separation*

32b.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?   Foreign humanitarian assistance mission

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,213 | 4,849 | 1,471 | 6,249 | 2,215 | 8,201 |
| Responding on Item | 2,674 | 13,121 | 3,075 | 17,384 | 4,221 | 21,990 |
| None† | 96.2 | 91.2 | 95.4 | 93.2 | 94.7 | 93.2 |
| | (94.7,97.3) | (89.8,92.5) | (91.2,97.7) | (92.2,94.1) | (91.0,96.9) | (92.2,94.2) |
| Less than 1 month | 2.0 | 3.2 | 2.9* | 2.1 | 2.3* | 2.6 |
| | (1.6,2.5) | (2.3,4.5) | (1.2,6.6) | (1.6,2.9) | (1.0,5.2) | (2.0,3.4) |
| 1 month to less than 3 months | 0.3* | 2.2 | 1.2* | 1.8 | 1.3* | 2.2 |
| | (0.1,1.0) | (1.7,2.8) | (0.3,4.6) | (1.2,2.7) | (0.5,3.7) | (1.5,3.1) |
| 3 months to less than 5 months | 0.0 | 1.8 | 0.2* | 1.4 | 0.1* | 0.7 |
| | (N/A,N/A) | (1.1,3.0) | (0.0,0.6) | (1.0,1.9) | (0.0,0.5) | (0.4,1.0) |
| 5 months to less than 7 months | 1.3* | 1.1 | 0.2* | 1.1 | 1.2* | 0.9 |
| | (0.5,3.2) | (0.8,1.6) | (0.1,0.7) | (0.8,1.6) | (0.4,3.6) | (0.7,1.3) |
| 7 months to less than 10 months | 0.0 | 0.3 | 0.1* | 0.2* | 0.4* | 0.1* |
| | (N/A,N/A) | (0.2,0.6) | (0.0,0.4) | (0.1,0.4) | (0.1,2.2) | (0.1,0.3) |
| 10 months to 12 months | 0.2* | 0.1 | 0.1* | 0.2* | 0.0* | 0.2* |
| | (0.0,0.7) | (0.1,0.2) | (0.0,0.5) | (0.1,0.5) | (0.0,0.3) | (0.1,0.6) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32c.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Unit Training at Combat Training Centers:  By Service*

32c.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Unit training at combat training centers

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 18,510 | 18,226 | 6,395 | 4,681 | 2,159 | 4,991 | 284 |
| Responding on Item | 68,368 | 67,766 | 30,967 | 14,751 | 9,279 | 12,769 | 602 |
| None† | 67.4 | 67.1 | 57.0 | 81.1 | 57.6 | 82.4 | 96.4* |
| | (66.4,68.4) | (66.1,68.2) | (55.7,58.4) | (78.8,83.3) | (56.0,59.3) | (79.6,85.0) | (96.2,96.5) |
| Less than 1 month | 13.4 | 13.5 | 15.4 | 8.6 | 16.6 | 12.2 | 3.6* |
| | (12.7,14.1) | (12.8,14.2) | (14.5,16.3) | (7.1,10.4) | (14.7,18.7) | (10.4,14.3) | (3.5,3.8) |
| 1 month to less than 3 months | 13.7 | 13.8 | 21.1 | 5.1 | 16.2 | 4.7 | 0.0* |
| | (13.0,14.5) | (13.1,14.6) | (19.8,22.3) | (3.9,6.7) | (14.3,18.2) | (3.6,6.2) | (N/A,N/A) |
| 3 months to less than 5 months | 3.3 | 3.4 | 4.3 | 2.4 | 5.8 | 0.5* | 0.0* |
| | (3.0,3.6) | (3.1,3.7) | (3.8,4.8) | (1.8,3.0) | (4.9,6.9) | (0.3,0.9) | (N/A,N/A) |
| 5 months to less than 7 months | 1.4 | 1.4 | 1.5 | 1.6 | 2.4 | 0.2* | 0.0* |
| | (1.1,1.7) | (1.1,1.7) | (1.1,2.0) | (1.1,2.4) | (1.7,3.4) | (0.0,0.6) | (N/A,N/A) |
| 7 months to less than 10 months | 0.5 | 0.5 | 0.4 | 0.8* | 0.9 | 0.0 | 0.0* |
| | (0.4,0.7) | (0.4,0.7) | (0.3,0.6) | (0.4,1.7) | (0.5,1.4) | (N/A,N/A) | (N/A,N/A) |
| 10 months to 12 months | 0.3 | 0.3 | 0.3 | 0.4* | 0.6* | 0.0 | 0.0* |
| | (0.2,0.4) | (0.2,0.4) | (0.3,0.4) | (0.2,0.9) | (0.3,1.0) | (N/A,N/A) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32c.2**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Unit Training at Combat Training Centers: By Paygrade and Gender*

32c. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Unit training at combat training centers

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8,078 | 6,788 | 1,698 | 1,940 | 16,384 | 2,070 |
| Responding on Item | 38,576 | 22,241 | 4,020 | 3,487 | 57,597 | 10,675 |
| None† | 64.2 | 70.7 | 70.1 | 78.9 | 64.2 | 84.6 |
| | (62.9,65.5) | (68.8,72.5) | (66.7,73.2) | (75.4,82.0) | (63.1,65.4) | (82.3,86.6) |
| Less than 1 month | 13.7 | 12.5 | 13.8 | 15.0 | 14.4 | 8.1 |
| | (12.7,14.7) | (11.3,13.8) | (11.3,16.7) | (11.6,19.2) | (13.5,15.2) | (6.8,9.6) |
| 1 month to less than 3 months | 15.4 | 12.3 | 12.7 | 5.1 | 15.2 | 5.8 |
| | (14.3,16.6) | (11.2,13.4) | (10.3,15.6) | (3.5,7.4) | (14.3,16.1) | (4.6,7.3) |
| 3 months to less than 5 months | 3.9 | 2.9 | 2.4 | 0.8* | 3.7 | 1.0 |
| | (3.5,4.4) | (2.4,3.5) | (1.7,3.4) | (0.3,2.3) | (3.4,4.1) | (0.7,1.6) |
| 5 months to less than 7 months | 1.8 | 1.0 | 0.5* | 0.1* | 1.6 | 0.1* |
| | (1.4,2.3) | (0.8,1.3) | (0.2,1.5) | (0.0,0.4) | (1.3,2.0) | (0.1,0.3) |
| 7 months to less than 10 months | 0.6 | 0.4 | 0.1 | 0.0 | 0.5 | 0.1* |
| | (0.4,1.0) | (0.3,0.5) | (0.1,0.2) | (N/A,N/A) | (0.4,0.8) | (0.1,0.4) |
| 10 months to 12 months | 0.4 | 0.3* | 0.3* | 0.1* | 0.3 | 0.2* |
| | (0.3,0.4) | (0.1,0.6) | (0.1,1.4) | (0.0,0.4) | (0.3,0.4) | (0.1,0.6) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32c.3**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Unit Training at Combat Training Centers: By Retirement/Separation*

32c.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Unit training at combat training centers

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,064 | 3,561 | 1,243 | 4,706 | 2,014 | 5,834 |
| Responding on Item | 2,823 | 14,409 | 3,303 | 18,927 | 4,422 | 24,357 |
| None† | 80.7 | 63.0 | 80.3 | 66.8 | 79.6 | 65.0 |
| | (76.2,84.5) | (60.0,65.9) | (73.4,85.8) | (65.2,68.3) | (74.5,84.0) | (63.4,66.6) |
| Less than 1 month | 10.7 | 15.0 | 10.4 | 13.7 | 11.4 | 13.2 |
| | (8.1,14.2) | (13.2,17.1) | (6.2,17.0) | (12.5,15.0) | (8.1,15.7) | (11.9,14.7) |
| 1 month to less than 3 months | 7.7 | 15.8 | 5.9 | 13.3 | 7.3 | 15.6 |
| | (5.5,10.6) | (13.8,18.0) | (4.3,8.2) | (12.2,14.6) | (4.5,11.6) | (14.1,17.3) |
| 3 months to less than 5 months | 0.4* | 3.8 | 1.9 | 3.7 | 1.3* | 3.7 |
| | (0.2,0.8) | (2.9,4.9) | (1.3,2.9) | (2.9,4.7) | (0.7,2.7) | (3.2,4.1) |
| 5 months to less than 7 months | 0.1* | 1.6 | 1.3 | 1.5 | 0.3* | 1.5 |
| | (0.0,0.6) | (0.9,2.6) | (0.9,1.9) | (1.0,2.4) | (0.1,0.7) | (1.0,2.4) |
| 7 months to less than 10 months | 0.1* | 0.5 | 0.1* | 0.7* | 0.1* | 0.5 |
| | (0.0,0.5) | (0.3,0.8) | (0.0,0.5) | (0.3,1.6) | (0.0,0.4) | (0.3,0.8) |
| 10 months to 12 months | 0.2* | 0.3* | 0.0 | 0.3* | 0.0 | 0.5 |
| | (0.1,0.9) | (0.1,0.6) | (N/A,N/A) | (0.1,0.5) | (N/A,N/A) | (0.4,0.6) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32d.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Counter Drug Operation: By Service*

32d. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Counter drug operation

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 25,115 | 24,842 | 10,648 | 5,174 | 3,343 | 5,677 | | 273 |
| Responding on Item | 61,763 | 61,150 | 26,714 | 14,258 | 8,095 | 12,083 | | 613 |
| None† | 97.1 | 97.2 | 97.9 | 95.2 | 98.0 | 97.6 | | 87.5* |
| | (96.6,97.5) | (96.7,97.6) | (97.4,98.3) | (93.6,96.3) | (97.1,98.6) | (96.4,98.4) | | (83.5,90.6) |
| Less than 1 month | 1.0 | 1.0 | 0.7 | 1.4 | 1.0 | 1.4 | | 3.6* |
| | (0.8,1.3) | (0.8,1.3) | (0.5,0.9) | (0.9,2.2) | (0.7,1.5) | (0.8,2.4) | | (3.6,3.6) |
| 1 month to less than 3 months | 0.9 | 0.9 | 0.8 | 1.4 | 0.5* | 0.7 | | 7.1* |
| | (0.7,1.2) | (0.6,1.2) | (0.4,1.3) | (0.9,2.3) | (0.3,1.1) | (0.4,1.1) | | (7.1,7.1) |
| 3 months to less than 5 months | 0.4 | 0.4 | 0.5 | 0.7* | 0.2* | 0.2* | | 1.8* |
| | (0.3,0.7) | (0.3,0.6) | (0.4,0.6) | (0.3,1.7) | (0.1,0.5) | (0.1,0.7) | | (0.3,9.7) |
| 5 months to less than 7 months | 0.2 | 0.2 | 0.0* | 0.7 | 0.1* | 0.0 | | 0.0* |
| | (0.1,0.3) | (0.1,0.3) | (0.0,0.1) | (0.4,1.3) | (0.0,0.4) | (N/A,N/A) | | (N/A,N/A) |
| 7 months to less than 10 months | 0.1 | 0.1 | 0.1* | 0.4* | 0.2* | 0.0 | | 0.0* |
| | (0.1,0.2) | (0.1,0.2) | (0.1,0.2) | (0.2,0.7) | (0.0,0.6) | (N/A,N/A) | | (N/A,N/A) |
| 10 months to 12 months | 0.1* | 0.1* | 0.1* | 0.2* | 0.0 | 0.1* | | 0.0* |
| | (0.0,0.3) | (0.0,0.3) | (0.0,0.5) | (0.1,0.4) | (N/A,N/A) | (0.0,0.4) | | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32d.2**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Counter Drug Operation:  By Paygrade and Gender*

32d.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Counter drug operation

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 12,235 | 8,583 | 2,148 | 2,143 | 22,554 | 2,493 |
| Responding on Item | 34,419 | 20,446 | 3,570 | 3,284 | 51,427 | 10,252 |
| None† | 97.7 | 96.8 | 95.9 | 94.6 | 96.7 | 99.0 |
| | *(96.9,98.3)* | *(96.1,97.3)* | *(93.9,97.3)* | *(91.8,96.5)* | *(96.2,97.2)* | *(98.2,99.5)* |
| Less than 1 month | 0.4 | 1.5 | 2.1 | 3.3 | 1.2 | 0.4* |
| | *(0.3,0.7)* | *(1.1,2.2)* | *(1.4,3.2)* | *(2.1,5.2)* | *(0.9,1.5)* | *(0.2,1.2)* |
| 1 month to less than 3 months | 0.8 | 1.0 | 1.0* | 1.4* | 1.1 | 0.1* |
| | *(0.5,1.4)* | *(0.8,1.2)* | *(0.4,2.4)* | *(0.5,4.2)* | *(0.8,1.4)* | *(0.0,0.5)* |
| 3 months to less than 5 months | 0.6 | 0.3 | 0.2* | 0.5* | 0.5 | 0.2* |
| | *(0.3,0.9)* | *(0.2,0.4)* | *(0.1,0.7)* | *(0.2,1.6)* | *(0.3,0.7)* | *(0.1,0.6)* |
| 5 months to less than 7 months | 0.2* | 0.2* | 0.3* | 0.0 | 0.2 | 0.1* |
| | *(0.1,0.4)* | *(0.1,0.4)* | *(0.1,1.3)* | *(N/A,N/A)* | *(0.1,0.4)* | *(0.0,0.7)* |
| 7 months to less than 10 months | 0.1* | 0.2* | 0.2* | 0.1* | 0.2 | 0.0* |
| | *(0.0,0.2)* | *(0.1,0.5)* | *(0.0,1.3)* | *(0.0,0.5)* | *(0.1,0.3)* | *(0.0,0.2)* |
| 10 months to 12 months | 0.1* | 0.0* | 0.2* | 0.0 | 0.1* | 0.0 |
| | *(0.1,0.4)* | *(0.0,0.2)* | *(0.0,1.4)* | *(N/A,N/A)* | *(0.1,0.3)* | *(N/A,N/A)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32d.3**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Counter Drug Operation: By Retirement/Separation*

32d. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Counter drug operation

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,244 | 5,068 | 1,472 | 6,550 | 2,210 | 8,475 |
| Responding on Item | 2,643 | 12,902 | 3,074 | 17,083 | 4,226 | 21,716 |
| None† | 97.7 | 97.3 | 97.6 | 96.9 | 95.8 | 97.3 |
| | *(95.3,98.9)* | *(96.4,97.9)* | *(94.9,98.9)* | *(95.7,97.8)* | *(93.2,97.4)* | *(96.6,97.9)* |
| Less than 1 month | 0.8* | 1.2 | 1.5* | 0.8 | 3.4 | 0.7 |
| | *(0.3,2.1)* | *(0.8,1.7)* | *(0.5,4.1)* | *(0.5,1.2)* | *(2.0,5.6)* | *(0.5,1.2)* |
| 1 month to less than 3 months | 1.3* | 0.9* | 0.5* | 1.1* | 0.6* | 0.8 |
| | *(0.5,3.8)* | *(0.5,1.6)* | *(0.1,2.0)* | *(0.6,2.1)* | *(0.1,2.1)* | *(0.6,1.2)* |
| 3 months to less than 5 months | 0.1* | 0.2* | 0.1* | 0.5* | 0.2* | 0.7* |
| | *(0.0,0.6)* | *(0.1,0.4)* | *(0.0,0.4)* | *(0.2,1.0)* | *(0.1,0.6)* | *(0.4,1.5)* |
| 5 months to less than 7 months | 0.1* | 0.2* | 0.0 | 0.4* | 0.1* | 0.1* |
| | *(0.0,0.6)* | *(0.1,0.5)* | *(N/A,N/A)* | *(0.2,0.9)* | *(0.0,0.3)* | *(0.0,0.2)* |
| 7 months to less than 10 months | 0.0 | 0.3* | 0.3* | 0.2* | 0.1* | 0.1* |
| | *(N/A,N/A)* | *(0.1,0.7)* | *(0.0,1.5)* | *(0.1,0.4)* | *(0.0,0.4)* | *(0.0,0.2)* |
| 10 months to 12 months | 0.0 | 0.0* | 0.0 | 0.1* | 0.0 | 0.2* |
| | *(N/A,N/A)* | *(0.0,0.2)* | *(N/A,N/A)* | *(0.0,0.3)* | *(N/A,N/A)* | *(0.1,0.7)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32e.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Domestic Disaster or Civil Emergency: By Service*

32e. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Domestic disaster or civil emergency

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 24,899 | 24,625 | 10,557 | 5,132 | 3,259 | 5,677 | 273 |
| Responding on Item | 61,979 | 61,367 | 26,805 | 14,300 | 8,179 | 12,083 | 613 |
| None† | 96.5 | 96.6 | 97.6 | 94.3 | 95.0 | 97.9 | 91.1* |
| | (96.0,97.0) | (96.0,97.0) | (96.6,98.3) | (93.1,95.3) | (93.9,96.0) | (96.6,98.7) | (87.7,93.6) |
| Less than 1 month | 2.3 | 2.2 | 1.6 | 3.2 | 2.9 | 1.9 | 7.1* |
| | (1.9,2.7) | (1.8,2.6) | (1.2,2.2) | (2.3,4.4) | (2.4,3.5) | (1.1,3.3) | (6.7,7.7) |
| 1 month to less than 3 months | 0.5 | 0.4 | 0.4* | 0.7* | 0.7* | 0.1* | 1.8* |
| | (0.3,0.7) | (0.3,0.7) | (0.2,0.8) | (0.3,1.3) | (0.4,1.4) | (0.0,0.5) | (0.3,9.2) |
| 3 months to less than 5 months | 0.3 | 0.3 | 0.3* | 0.4* | 0.5* | 0.1* | 0.0* |
| | (0.2,0.5) | (0.2,0.5) | (0.1,0.6) | (0.2,0.9) | (0.2,1.0) | (0.0,0.5) | (N/A,N/A) |
| 5 months to less than 7 months | 0.4 | 0.4 | 0.1* | 1.0* | 0.7* | 0.0 | 0.0* |
| | (0.2,0.6) | (0.2,0.6) | (0.0,0.1) | (0.5,2.1) | (0.4,1.4) | (N/A,N/A) | (N/A,N/A) |
| 7 months to less than 10 months | 0.1* | 0.1* | 0.0* | 0.3* | 0.2* | 0.0 | 0.0* |
| | (0.1,0.2) | (0.1,0.2) | (0.0,0.1) | (0.1,0.7) | (0.1,0.3) | (N/A,N/A) | (N/A,N/A) |
| 10 months to 12 months | 0.0* | 0.0* | 0.0* | 0.1* | 0.0 | 0.0 | 0.0* |
| | (0.0,0.1) | (0.0,0.1) | (0.0,0.1) | (0.0,0.3) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32e.2**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Domestic Disaster or Civil Emergency: By Paygrade and Gender*

32e. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Domestic disaster or civil emergency

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 12,079 | 8,601 | 2,144 | 2,067 | 22,331 | 2,487 |
| Responding on Item | 34,575 | 20,428 | 3,574 | 3,360 | 51,650 | 10,258 |
| None† | 96.9 | 96.4 | 95.9 | 94.0 | 96.1 | 98.7 |
| | (96.0,97.5) | (95.5,97.1) | (94.4,97.0) | (90.5,96.3) | (95.5,96.6) | (97.8,99.2) |
| Less than 1 month | 1.8 | 2.4 | 3.6 | 5.0 | 2.5 | 1.0* |
| | (1.3,2.4) | (1.9,3.0) | (2.6,5.0) | (2.9,8.7) | (2.1,2.9) | (0.5,2.0) |
| 1 month to less than 3 months | 0.5 | 0.4* | 0.2 | 0.7* | 0.5 | 0.0* |
| | (0.3,0.8) | (0.2,1.0) | (0.1,0.2) | (0.3,1.3) | (0.4,0.8) | (0.0,0.2) |
| 3 months to less than 5 months | 0.3* | 0.3* | 0.1* | 0.3* | 0.3 | 0.1* |
| | (0.2,0.6) | (0.2,0.6) | (0.0,0.5) | (0.0,1.4) | (0.2,0.5) | (0.0,0.5) |
| 5 months to less than 7 months | 0.4* | 0.3* | 0.2* | 0.0 | 0.4 | 0.0 |
| | (0.2,0.9) | (0.1,0.6) | (0.0,1.3) | | (0.3,0.7) | |
| 7 months to less than 10 months | 0.1 | 0.1* | 0.0 | 0.0 | 0.1* | 0.1* |
| | (0.1,0.2) | (0.0,0.4) | (N/A,N/A) | (N/A,N/A) | (0.1,0.2) | (0.0,0.3) |
| 10 months to 12 months | 0.1* | 0.0 | 0.0 | 0.0 | 0.0* | 0.0* |
| | (0.0,0.1) | (N/A,N/A) | (N/A,N/A) | (N/A,N/A) | (0.0,0.1) | (0.0,0.1) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32e.3**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Domestic Disaster or Civil Emergency: By Retirement/Separation*

32e. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Domestic disaster or civil emergency

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,243 | 4,928 | 1,488 | 6,497 | 2,128 | 8,515 |
| Responding on Item | 2,644 | 13,042 | 3,058 | 17,136 | 4,308 | 21,676 |
| None† | 96.9 | 95.8 | 98.1 | 96.3 | 93.7 | 97.3 |
| | (95.4,97.9) | (94.5,96.9) | (95.3,99.2) | (95.3,97.1) | (90.4,96.0) | (96.4,98.0) |
| Less than 1 month | 2.2* | 3.1 | 1.8* | 1.9 | 5.1 | 1.6 |
| | (1.0,4.6) | (2.1,4.4) | (0.7,4.7) | (1.4,2.5) | (3.3,7.8) | (1.2,2.2) |
| 1 month to less than 3 months | 0.1* | 0.5 | 0.1* | 0.3* | 0.8* | 0.6* |
| | (0.0,0.4) | (0.3,0.8) | (0.0,0.4) | (0.1,0.6) | (0.2,4.2) | (0.3,1.1) |
| 3 months to less than 5 months | 0.0 | 0.3* | 0.1* | 0.6* | 0.0 | 0.2* |
| | (N/A,N/A) | (0.1,0.6) | (0.0,0.5) | (0.4,1.2) | (N/A,N/A) | (0.1,0.4) |
| 5 months to less than 7 months | 0.9* | 0.2* | 0.0 | 0.7* | 0.0 | 0.2* |
| | (0.2,3.2) | (0.1,0.6) | (N/A,N/A) | (0.3,1.6) | (N/A,N/A) | (0.1,0.5) |
| 7 months to less than 10 months | 0.0 | 0.0* | 0.0 | 0.1* | 0.4* | 0.1* |
| | (N/A,N/A) | (0.0,0.2) | (N/A,N/A) | (0.1,0.2) | (0.1,2.2) | (0.0,0.2) |
| 10 months to 12 months | 0.0 | 0.0* | 0.0 | 0.1* | 0.0 | 0.0* |
| | (N/A,N/A) | (0.0,0.1) | (N/A,N/A) | (0.0,0.2) | (N/A,N/A) | (0.0,0.1) |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32f.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Time at Sea for Scheduled Deployments:  By Service*

32f.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Time at sea for scheduled deployments (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 22,161 | 21,909 | 10,542 | 3,153 | 2,507 | 5,708 | 252 |
| Responding on Item | 64,717 | 64,083 | 26,820 | 16,279 | 8,931 | 12,052 | 634 |
| None† | 86.7 | 86.7 | 98.0 | 65.8 | 73.9 | 99.3 | 86.2* |
| | (85.9,87.5) | (85.9,87.5) | (97.0,98.6) | (63.5,68.0) | (72.0,75.7) | (98.5,99.7) | (56.8,96.7) |
| Less than 1 month | 2.2 | 2.2 | 0.7* | 4.4 | 5.0 | 0.4* | 3.4* |
| | (1.8,2.7) | (1.8,2.6) | (0.4,1.4) | (3.3,5.8) | (4.0,6.3) | (0.1,0.9) | (0.6,17.7) |
| 1 month to less than 3 months | 2.4 | 2.4 | 0.7* | 5.9 | 4.3 | 0.0* | 1.7* |
| | (2.1,2.7) | (2.1,2.7) | (0.3,1.3) | (5.1,6.8) | (3.4,5.3) | (0.0,0.3) | (0.3,9.3) |
| 3 months to less than 5 months | 1.8 | 1.8 | 0.3* | 5.2 | 2.4 | 0.2* | 3.4* |
| | (1.6,2.1) | (1.6,2.1) | (0.2,0.6) | (4.3,6.1) | (2.0,3.0) | (0.0,0.7) | (0.6,17.7) |
| 5 months to less than 7 months | 5.1 | 5.1 | 0.1* | 14.0 | 10.5 | 0.0 | 5.2* |
| | (4.6,5.5) | (4.6,5.5) | (0.1,0.2) | (12.6,15.4) | (8.9,12.3) | (N/A,N/A) | (2.7,9.7) |
| 7 months to less than 10 months | 1.5 | 1.5 | 0.1* | 3.8 | 3.4 | 0.0 | 0.0* |
| | (1.3,1.7) | (1.3,1.7) | (0.0,0.2) | (3.1,4.7) | (2.6,4.3) | (N/A,N/A) | (N/A,N/A) |
| 10 months to 12 months | 0.4 | 0.4 | 0.1* | 1.0 | 0.5* | 0.1* | 0.0* |
| | (0.3,0.5) | (0.3,0.5) | (0.0,0.5) | (0.7,1.4) | (0.2,1.0) | (0.0,0.5) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32f.2**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Time at Sea for Scheduled Deployments:  By Paygrade and Gender*

32f.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Time at sea for scheduled deployments (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 10,851 | 7,221 | 1,986 | 2,101 | 19,819 | 2,303 |
| Responding on Item | 35,803 | 21,808 | 3,732 | 3,326 | 54,162 | 10,442 |
| None† | 87.8 | 83.1 | 90.4 | 93.8 | 85.3 | 94.1 |
| | *(86.8,88.8)* | *(81.4,84.7)* | *(87.0,93.0)* | *(91.2,95.6)* | *(84.3,86.3)* | *(92.8,95.2)* |
| Less than 1 month | 2.2 | 2.1 | 1.6 | 3.6* | 2.4 | 0.9 |
| | *(1.7,2.7)* | *(1.6,2.9)* | *(1.0,2.5)* | *(1.2,10.5)* | *(2.0,3.0)* | *(0.6,1.6)* |
| 1 month to less than 3 months | 2.6 | 2.4 | 2.1 | 0.1* | 2.7 | 0.7* |
| | *(2.1,3.2)* | *(2.0,2.9)* | *(1.3,3.2)* | *(0.0,0.4)* | *(2.3,3.0)* | *(0.3,1.7)* |
| 3 months to less than 5 months | 1.6 | 2.5 | 1.0* | 1.1* | 2.0 | 0.8 |
| | *(1.3,1.9)* | *(2.0,3.2)* | *(0.4,2.4)* | *(0.4,3.4)* | *(1.7,2.4)* | *(0.5,1.4)* |
| 5 months to less than 7 months | 4.1 | 7.5 | 4.4* | 0.3* | 5.6 | 2.4 |
| | *(3.7,4.6)* | *(6.8,8.2)* | *(2.2,8.9)* | *(0.1,1.9)* | *(5.1,6.1)* | *(1.5,3.6)* |
| 7 months to less than 10 months | 1.2 | 2.1 | 0.6* | 1.1* | 1.6 | 0.7 |
| | *(1.0,1.5)* | *(1.8,2.5)* | *(0.1,3.1)* | *(0.3,3.7)* | *(1.4,1.9)* | *(0.4,1.2)* |
| 10 months to 12 months | 0.5* | 0.3* | 0.0 | 0.0 | 0.4 | 0.3* |
| | *(0.3,0.7)* | *(0.2,0.6)* | *(N/A,N/A)* | *(N/A,N/A)* | *(0.3,0.6)* | *(0.1,0.8)* |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32f.3**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Time at Sea for Scheduled Deployments: By Retirement/Separation*

32f. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Time at sea for scheduled deployments (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,114 | 4,516 | 1,429 | 5,843 | 1,889 | 7,279 |
| Responding on Item | 2,773 | 13,454 | 3,117 | 17,790 | 4,547 | 22,912 |
| None† | 92.7 | 86.5 | 95.8 | 86.8 | 83.1 | 85.5 |
| | (90.4,94.4) | (84.6,88.1) | (89.4,98.4) | (85.6,88.0) | (77.3,87.7) | (84.4,86.6) |
| Less than 1 month | 2.0* | 2.5 | 0.4* | 1.8 | 3.6* | 2.3 |
| | (0.8,5.2) | (1.7,3.6) | (0.1,2.0) | (1.4,2.4) | (1.6,7.9) | (1.7,3.0) |
| 1 month to less than 3 months | 0.7* | 3.4 | 0.0 | 2.5 | 1.3* | 2.4 |
| | (0.2,3.1) | (2.7,4.2) | (N/A,N/A) | (1.9,3.3) | (0.4,4.4) | (1.9,3.1) |
| 3 months to less than 5 months | 0.4* | 1.6 | 2.1* | 2.1 | 1.7* | 2.0 |
| | (0.1,2.2) | (1.2,2.2) | (0.9,5.1) | (1.6,2.7) | (0.7,3.6) | (1.6,2.4) |
| 5 months to less than 7 months | 2.9 | 4.3 | 1.1* | 5.0 | 8.2 | 5.8 |
| | (1.9,4.3) | (3.5,5.2) | (0.2,5.4) | (4.1,6.0) | (6.9,9.7) | (4.9,6.7) |
| 7 months to less than 10 months | 1.2 | 1.5 | 0.7* | 1.2 | 1.8* | 1.7 |
| | (1.0,1.5) | (1.0,2.1) | (0.1,3.8) | (0.9,1.5) | (0.9,3.8) | (1.3,2.2) |
| 10 months to 12 months | 0.1* | 0.3* | 0.0 | 0.6 | 0.4* | 0.4* |
| | (0.0,0.4) | (0.1,0.5) | (N/A,N/A) | (0.4,0.9) | (0.1,2.0) | (0.2,0.7) |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32g.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Other Time at Sea:  By Service*

32g.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Other time at sea (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 23,526 | 23,275 | 10,303 | 4,290 | 3,108 | 5,573 | 252 |
| Responding on Item | 63,352 | 62,717 | 27,059 | 15,142 | 8,330 | 12,187 | 634 |
| None† | 90.2 | 90.2 | 95.6 | 75.9 | 87.8 | 97.6 | 91.4* |
| | (89.6,90.8) | (89.6,90.8) | (95.2,96.1) | (74.0,77.7) | (86.0,89.4) | (96.4,98.5) | (88.1,93.8) |
| Less than 1 month | 4.1 | 4.1 | 2.2 | 7.9 | 6.8 | 1.6 | 6.9* |
| | (3.7,4.5) | (3.7,4.5) | (1.9,2.6) | (6.7,9.2) | (6.0,7.7) | (1.0,2.7) | (2.8,16.1) |
| 1 month to less than 3 months | 3.0 | 3.0 | 1.2 | 8.2 | 3.0 | 0.5* | 1.7* |
| | (2.6,3.3) | (2.7,3.4) | (0.9,1.5) | (7.0,9.6) | (2.3,3.9) | (0.2,1.1) | (0.3,9.8) |
| 3 months to less than 5 months | 1.6 | 1.6 | 0.6 | 4.9 | 0.8 | 0.2* | 0.0* |
| | (1.3,1.9) | (1.3,1.9) | (0.4,0.9) | (4.1,5.8) | (0.4,1.3) | (0.1,0.7) | (N/A,N/A) |
| 5 months to less than 7 months | 0.7 | 0.7 | 0.2 | 1.9 | 1.3 | 0.0 | 0.0* |
| | (0.5,0.9) | (0.5,0.9) | (0.1,0.3) | (1.4,2.6) | (0.7,2.1) | (N/A,N/A) | (N/A,N/A) |
| 7 months to less than 10 months | 0.2 | 0.2 | 0.0* | 0.8 | 0.2* | 0.0 | 0.0* |
| | (0.1,0.4) | (0.1,0.4) | (0.0,0.1) | (0.4,1.4) | (0.1,0.5) | (N/A,N/A) | (N/A,N/A) |
| 10 months to 12 months | 0.2 | 0.2 | 0.2* | 0.4 | 0.2* | 0.0 | 0.0* |
| | (0.1,0.3) | (0.1,0.3) | (0.1,0.5) | (0.3,0.7) | (0.1,0.7) | (N/A,N/A) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32g.2**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Other Time at Sea: By Paygrade and Gender*

32g. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Other time at sea (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 11,439 | 7,966 | 1,999 | 2,116 | 21,084 | 2,382 |
| Responding on Item | 35,215 | 21,063 | 3,719 | 3,311 | 52,897 | 10,363 |
| None† | 91.1 | 88.2 | 90.2 | 93.3 | 89.3 | 95.2 |
| | *(90.4,91.9)* | *(87.2,89.2)* | *(86.9,92.7)* | *(90.9,95.2)* | *(88.6,89.9)* | *(93.7,96.4)* |
| Less than 1 month | 3.7 | 4.8 | 3.1 | 5.2 | 4.5 | 1.8 |
| | *(3.2,4.2)* | *(4.0,5.7)* | *(1.9,5.0)* | *(3.8,7.2)* | *(4.1,5.1)* | *(1.2,2.5)* |
| 1 month to less than 3 months | 2.7 | 3.3 | 5.2 | 1.3* | 3.3 | 1.2 |
| | *(2.3,3.1)* | *(2.7,4.0)* | *(3.7,7.4)* | *(0.6,3.0)* | *(3.0,3.7)* | *(0.7,2.1)* |
| 3 months to less than 5 months | 1.2 | 2.4 | 1.1* | 0.1* | 1.6 | 1.4 |
| | *(0.9,1.7)* | *(2.1,2.9)* | *(0.6,2.0)* | *(0.0,0.5)* | *(1.3,1.9)* | *(0.9,2.2)* |
| 5 months to less than 7 months | 0.7 | 0.8 | 0.2* | 0.0 | 0.8 | 0.1 |
| | *(0.5,1.0)* | *(0.6,1.2)* | *(0.0,1.3)* | *(N/A,N/A)* | *(0.6,1.0)* | *(0.1,0.2)* |
| 7 months to less than 10 months | 0.2* | 0.3* | 0.2* | 0.0 | 0.2 | 0.2* |
| | *(0.1,0.4)* | *(0.2,0.7)* | *(0.0,1.3)* | *(N/A,N/A)* | *(0.1,0.4)* | *(0.1,0.6)* |
| 10 months to 12 months | 0.3* | 0.1* | 0.0 | 0.0 | 0.2 | 0.1* |
| | *(0.2,0.5)* | *(0.1,0.3)* | *(N/A,N/A)* | *(N/A,N/A)* | *(0.1,0.4)* | *(0.1,0.3)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32g.3**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Other Time at Sea: By Retirement/Separation*

32g. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Other time at sea (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,155 | 4,657 | 1,385 | 6,280 | 2,077 | 7,877 |
| Responding on Item | 2,732 | 13,313 | 3,161 | 17,353 | 4,359 | 22,314 |
| None† | 93.3 | 89.1 | 92.1 | 91.1 | 87.2 | 90.2 |
| | *(88.0,96.3)* | *(87.7,90.4)* | *(88.5,94.6)* | *(89.8,92.2)* | *(85.1,89.0)* | *(88.9,91.3)* |
| Less than 1 month | 3.9 | 4.7 | 3.0* | 3.2 | 5.5 | 4.4 |
| | *(2.3,6.5)* | *(3.7,6.0)* | *(1.5,5.7)* | *(2.6,3.9)* | *(3.9,7.6)* | *(3.7,5.2)* |
| 1 month to less than 3 months | 0.6* | 4.0 | 2.9* | 2.7 | 2.1* | 3.0 |
| | *(0.1,3.2)* | *(3.3,4.8)* | *(1.5,5.7)* | *(2.2,3.4)* | *(1.1,4.1)* | *(2.4,3.7)* |
| 3 months to less than 5 months | 2.1* | 1.3 | 1.5* | 1.8 | 3.5 | 1.1 |
| | *(0.6,6.8)* | *(1.0,1.7)* | *(0.8,2.8)* | *(1.2,2.7)* | *(3.1,4.0)* | *(0.8,1.5)* |
| 5 months to less than 7 months | 0.1* | 0.6 | 0.5* | 0.7 | 1.2* | 0.8 |
| | *(0.0,0.4)* | *(0.4,0.9)* | *(0.1,2.8)* | *(0.5,0.9)* | *(0.3,4.3)* | *(0.5,1.3)* |
| 7 months to less than 10 months | 0.0 | 0.2* | 0.0 | 0.3* | 0.5* | 0.2* |
| | *(N/A,N/A)* | *(0.1,0.4)* | *(N/A,N/A)* | *(0.1,0.6)* | *(0.1,2.7)* | *(0.1,0.5)* |
| 10 months to 12 months | 0.1* | 0.1* | 0.0 | 0.2* | 0.0 | 0.3* |
| | *(0.0,0.6)* | *(0.1,0.3)* | *(N/A,N/A)* | *(0.1,0.4)* | *(N/A,N/A)* | *(0.1,0.7)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32h.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Joint Training/Field Exercises/Alerts: By Service*

32h. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Joint training/field exercises/alerts (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 19,413 | 19,150 | 7,218 | 4,722 | 2,470 | 4,740 | 263 |
| Responding on Item | 67,465 | 66,842 | 30,144 | 14,710 | 8,968 | 13,020 | 623 |
| None† | 68.6 | 68.4 | 59.6 | 80.0 | 65.0 | 77.9 | 91.2* |
| | (67.6,69.6) | (67.4,69.4) | (58.3,60.9) | (78.2,81.6) | (63.2,66.8) | (74.4,81.1) | (86.7,94.3) |
| Less than 1 month | 15.5 | 15.6 | 18.8 | 8.5 | 17.0 | 15.1 | 7.0* |
| | (14.7,16.2) | (14.8,16.3) | (17.9,19.7) | (7.2,10.0) | (15.2,18.9) | (12.6,18.0) | (6.8,7.3) |
| 1 month to less than 3 months | 10.9 | 11.0 | 14.7 | 7.3 | 13.2 | 5.2 | 1.8* |
| | (10.3,11.6) | (10.4,11.7) | (13.6,15.8) | (6.0,8.9) | (12.0,14.6) | (4.3,6.2) | (0.3,9.7) |
| 3 months to less than 5 months | 3.0 | 3.1 | 4.5 | 2.0 | 2.6 | 1.3 | 0.0* |
| | (2.6,3.5) | (2.6,3.6) | (3.6,5.5) | (1.3,3.1) | (2.1,3.2) | (0.8,2.1) | (N/A,N/A) |
| 5 months to less than 7 months | 1.1 | 1.1 | 1.4 | 1.2* | 1.1 | 0.4* | 0.0* |
| | (0.9,1.5) | (0.9,1.5) | (1.0,2.0) | (0.6,2.4) | (0.7,1.9) | (0.1,1.3) | (N/A,N/A) |
| 7 months to less than 10 months | 0.6 | 0.6 | 0.7* | 0.8* | 0.6 | 0.1* | 0.0* |
| | (0.4,0.9) | (0.4,0.9) | (0.4,1.3) | (0.3,1.8) | (0.3,0.9) | (0.0,0.4) | (N/A,N/A) |
| 10 months to 12 months | 0.3 | 0.3 | 0.4 | 0.2* | 0.5 | 0.0 | 0.0* |
| | (0.2,0.4) | (0.2,0.4) | (0.2,0.7) | (0.1,0.6) | (0.3,0.8) | (N/A,N/A) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32h.2**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Joint Training/Field Exercises/Alerts:  By Paygrade and Gender*

32h.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Joint training/field exercises/alerts (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 9,023 | 6,835 | 1,629 | 1,918 | 17,515 | 1,846 |
| Responding on Item | 37,631 | 22,194 | 4,089 | 3,509 | 56,466 | 10,899 |
| None† | 67.8 | 69.3 | 65.7 | 75.5 | 66.8 | 77.6 |
| | (66.4,69.2) | (67.7,70.9) | (62.4,69.0) | (73.1,77.9) | (65.7,68.0) | (75.3,79.8) |
| Less than 1 month | 15.9 | 14.2 | 18.4 | 16.0 | 15.8 | 13.4 |
| | (14.8,17.0) | (13.1,15.4) | (16.0,21.1) | (14.0,18.3) | (15.0,16.7) | (11.6,15.4) |
| 1 month to less than 3 months | 10.8 | 11.6 | 12.0 | 6.6 | 11.8 | 6.4 |
| | (10.0,11.8) | (10.4,12.8) | (10.3,14.1) | (5.2,8.3) | (11.1,12.6) | (5.4,7.7) |
| 3 months to less than 5 months | 3.2 | 2.9 | 3.1 | 1.3* | 3.3 | 1.5 |
| | (2.5,4.1) | (2.3,3.7) | (2.0,4.7) | (0.5,3.4) | (2.8,3.9) | (1.0,2.2) |
| 5 months to less than 7 months | 1.2 | 1.3 | 0.5* | 0.1* | 1.2 | 0.7* |
| | (0.8,1.6) | (0.8,2.1) | (0.2,1.0) | (0.0,0.4) | (0.9,1.6) | (0.3,1.4) |
| 7 months to less than 10 months | 0.8 | 0.3 | 0.2* | 0.4* | 0.6 | 0.2* |
| | (0.5,1.4) | (0.2,0.5) | (0.1,0.8) | (0.1,1.5) | (0.4,1.0) | (0.1,0.6) |
| 10 months to 12 months | 0.3 | 0.3 | 0.1* | 0.1* | 0.3 | 0.2* |
| | (0.2,0.5) | (0.2,0.5) | (0.0,0.4) | (0.0,0.4) | (0.2,0.5) | (0.0,0.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32h.3**

*Length of Time Away From Permanent Duty Station During Past 12 Months for Joint Training/Field Exercises/Alerts:  By Retirement/Separation*

32h.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Joint training/field exercises/alerts (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,020 | 3,807 | 1,312 | 4,847 | 1,900 | 6,442 |
| Responding on Item | 2,867 | 14,163 | 3,234 | 18,786 | 4,536 | 23,749 |
| None† | 73.7 | 66.1 | 78.8 | 68.2 | 76.8 | 66.8 |
| | (66.9,79.5) | (63.8,68.4) | (74.8,82.3) | (66.2,70.2) | (72.3,80.8) | (65.3,68.2) |
| Less than 1 month | 13.3 | 16.3 | 10.2 | 16.2 | 11.2 | 16.2 |
| | (9.1,19.1) | (14.2,18.7) | (7.4,13.9) | (14.8,17.8) | (8.2,15.2) | (15.0,17.4) |
| 1 month to less than 3 months | 7.5 | 11.9 | 7.3 | 11.0 | 7.5 | 11.9 |
| | (5.1,10.9) | (10.6,13.2) | (5.1,10.2) | (9.5,12.7) | (5.0,11.0) | (11.0,12.8) |
| 3 months to less than 5 months | 2.9* | 3.3 | 3.2* | 2.7 | 2.4* | 3.3 |
| | (1.5,5.4) | (2.3,4.7) | (1.3,7.4) | (1.8,4.0) | (1.2,4.7) | (2.7,4.0) |
| 5 months to less than 7 months | 1.8* | 1.4 | 0.3* | 0.9 | 1.9* | 1.1 |
| | (0.6,5.6) | (0.9,2.1) | (0.1,1.1) | (0.6,1.5) | (0.7,5.3) | (0.8,1.5) |
| 7 months to less than 10 months | 0.5* | 0.8* | 0.1* | 0.6* | 0.2* | 0.5 |
| | (0.1,1.8) | (0.3,2.0) | (0.0,0.4) | (0.3,1.6) | (0.0,1.0) | (0.3,0.8) |
| 10 months to 12 months | 0.3* | 0.3 | 0.2* | 0.3* | 0.1* | 0.3* |
| | (0.1,1.0) | (0.2,0.5) | (0.1,0.4) | (0.2,0.5) | (0.0,0.4) | (0.2,0.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32i.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Military Education: By Service*

32i. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Military education (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 22,526 | 22,341 | 9,692 | 4,818 | 3,006 | 4,825 | 186 |
| Responding on Item | 64,352 | 63,651 | 27,670 | 14,614 | 8,432 | 12,935 | 700 |
| None† | 82.7 | 82.8 | 85.0 | 84.8 | 81.5 | 76.9 | 70.3 |
| | (81.9,83.5) | (82.0,83.6) | (83.9,86.0) | (83.1,86.4) | (79.8,83.1) | (74.6,79.0) | (69.0,71.6) |
| Less than 1 month | 12.0 | 11.8 | 8.7 | 12.5 | 13.3 | 16.6 | 26.6 |
| | (11.3,12.7) | (11.1,12.5) | (7.9,9.5) | (11.0,14.3) | (11.3,15.6) | (14.8,18.6) | (19.7,34.8) |
| 1 month to less than 3 months | 3.7 | 3.7 | 3.9 | 1.8 | 4.0 | 5.3 | 0.0 |
| | (3.3,4.1) | (3.4,4.1) | (3.6,4.3) | (1.3,2.5) | (3.1,5.3) | (4.1,6.7) | (N/A,N/A) |
| 3 months to less than 5 months | 1.0 | 1.0 | 1.4 | 0.4* | 0.7 | 1.0 | 1.6* |
| | (0.8,1.3) | (0.8,1.3) | (1.1,2.0) | (0.2,0.8) | (0.4,1.2) | (0.6,1.7) | (0.3,8.9) |
| 5 months to less than 7 months | 0.4* | 0.4* | 0.6* | 0.3* | 0.2* | 0.2* | 1.6* |
| | (0.2,0.8) | (0.2,0.8) | (0.2,1.6) | (0.1,0.7) | (0.1,0.6) | (0.0,0.6) | (0.3,8.9) |
| 7 months to less than 10 months | 0.1 | 0.1 | 0.1 | 0.1* | 0.2* | 0.0 | 0.0 |
| | (0.1,0.2) | (0.1,0.2) | (0.1,0.2) | (0.0,0.4) | (0.1,0.5) | (N/A,N/A) | (N/A,N/A) |
| 10 months to 12 months | 0.1* | 0.1* | 0.2* | 0.0* | 0.1* | 0.1* | 0.0 |
| | (0.1,0.3) | (0.1,0.3) | (0.1,0.5) | (0.0,0.2) | (0.0,0.6) | (0.0,0.4) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32i.2**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Military Education:  By Paygrade and Gender*

32i.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Military education (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 11,475 | 7,306 | 1,766 | 1,978 | 20,434 | 2,030 |
| Responding on Item | 35,179 | 21,723 | 3,952 | 3,449 | 53,547 | 10,715 |
| None† | 89.5 | 76.1 | 68.3 | 71.1 | 82.5 | 83.8 |
| | *(88.7,90.3)* | *(74.5,77.6)* | *(65.1,71.4)* | *(67.2,74.8)* | *(81.6,83.3)* | *(81.5,85.9)* |
| Less than 1 month | 7.2 | 15.6 | 23.3 | 24.8 | 12.2 | 10.5 |
| | *(6.5,7.9)* | *(14.2,17.0)* | *(20.3,26.6)* | *(20.5,29.7)* | *(11.5,13.0)* | *(8.5,12.8)* |
| 1 month to less than 3 months | 1.7 | 6.4 | 6.6 | 3.5 | 3.6 | 4.3 |
| | *(1.4,2.1)* | *(5.6,7.2)* | *(5.1,8.4)* | *(2.2,5.4)* | *(3.2,3.9)* | *(3.1,6.1)* |
| 3 months to less than 5 months | 0.8 | 1.4 | 1.2* | 0.5* | 1.0 | 1.0 |
| | *(0.5,1.2)* | *(1.1,1.8)* | *(0.6,2.5)* | *(0.2,1.4)* | *(0.8,1.3)* | *(0.6,1.6)* |
| 5 months to less than 7 months | 0.5* | 0.4 | 0.1* | 0.1* | 0.4* | 0.3* |
| | *(0.2,1.3)* | *(0.2,0.6)* | *(0.0,0.3)* | *(0.0,0.5)* | *(0.2,0.9)* | *(0.1,0.7)* |
| 7 months to less than 10 months | 0.1* | 0.1* | 0.1* | 0.0 | 0.1 | 0.0* |
| | *(0.1,0.2)* | *(0.0,0.3)* | *(0.0,0.4)* | *(N/A,N/A)* | *(0.1,0.2)* | *(0.0,0.2)* |
| 10 months to 12 months | 0.1* | 0.1* | 0.4* | 0.0 | 0.1* | 0.0* |
| | *(0.0,0.4)* | *(0.0,0.2)* | *(0.1,1.3)* | *(N/A,N/A)* | *(0.1,0.3)* | *(0.0,0.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32i.3**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Military Education: By Retirement/Separation*

32i.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Military education (other than for the above)

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,117 | 4,391 | 1,350 | 6,022 | 1,890 | 7,660 |
| Responding on Item | 2,770 | 13,579 | 3,196 | 17,611 | 4,546 | 22,531 |
| None† | 77.1 | 82.6 | 78.0 | 85.7 | 73.8 | 83.6 |
| | (74.0,79.8) | (80.7,84.4) | (74.1,81.4) | (84.3,87.0) | (69.9,77.4) | (82.5,84.7) |
| Less than 1 month | 17.2 | 11.6 | 16.8 | 9.5 | 19.6 | 11.2 |
| | (13.3,21.9) | (10.2,13.0) | (13.7,20.5) | (8.5,10.7) | (16.3,23.4) | (10.2,12.2) |
| 1 month to less than 3 months | 3.9* | 3.7 | 4.7 | 2.7 | 5.7* | 3.9 |
| | (2.1,7.1) | (3.0,4.5) | (2.9,7.5) | (2.3,3.2) | (2.9,10.8) | (3.3,4.5) |
| 3 months to less than 5 months | 1.6* | 1.5 | 0.3* | 1.0 | 0.6* | 0.8 |
| | (0.7,3.9) | (0.8,2.6) | (0.1,0.8) | (0.7,1.4) | (0.2,1.9) | (0.6,1.2) |
| 5 months to less than 7 months | 0.2* | 0.4* | 0.2* | 0.8* | 0.1* | 0.3* |
| | (0.1,0.7) | (0.2,0.8) | (0.1,1.0) | (0.3,1.9) | (0.0,0.4) | (0.1,0.7) |
| 7 months to less than 10 months | 0.1* | 0.1* | 0.0 | 0.2* | 0.2* | 0.1* |
| | (0.0,0.4) | (0.1,0.3) | (N/A,N/A) | (0.1,0.4) | (0.0,0.6) | (0.0,0.2) |
| 10 months to 12 months | 0.0 | 0.2* | 0.0 | 0.1* | 0.1* | 0.2* |
| | (N/A,N/A) | (0.1,0.3) | (N/A,N/A) | (0.0,0.3) | (0.0,0.4) | (0.0,0.6) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32j.1**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Other TADs/TDYs: By Service*

32j. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Other TADs/TDYs

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 16,280 | 16,182 | 8,062 | 3,353 | 2,194 | 2,573 | 98 |
| Responding on Item | 70,598 | 69,810 | 29,300 | 16,079 | 9,244 | 15,187 | 788 |
| None† | 65.8 | 66.1 | 73.3 | 68.2 | 64.5 | 50.7 | 45.8 |
| | (64.9,66.8) | (65.1,67.0) | (72.3,74.3) | (65.7,70.6) | (62.2,66.8) | (48.3,53.0) | (35.1,57.0) |
| Less than 1 month | 22.3 | 22.1 | 17.0 | 23.4 | 22.2 | 30.4 | 43.1 |
| | (21.3,23.4) | (21.1,23.1) | (16.0,18.1) | (20.9,26.1) | (20.1,24.4) | (27.5,33.4) | (33.0,53.7) |
| 1 month to less than 3 months | 7.5 | 7.4 | 6.0 | 5.2 | 8.1 | 12.1 | 9.7 |
| | (6.9,8.1) | (6.9,8.1) | (5.5,6.6) | (4.4,6.2) | (7.3,8.9) | (10.0,14.7) | (7.7,12.2) |
| 3 months to less than 5 months | 2.5 | 2.5 | 2.0 | 1.5 | 2.4 | 4.4 | 1.4* |
| | (2.1,2.8) | (2.1,2.9) | (1.7,2.4) | (1.0,2.1) | (1.9,3.0) | (3.2,6.0) | (0.2,7.9) |
| 5 months to less than 7 months | 1.0 | 1.0 | 0.9 | 1.0 | 1.4 | 1.0 | 0.0 |
| | (0.8,1.2) | (0.8,1.2) | (0.7,1.2) | (0.7,1.4) | (1.0,2.0) | (0.6,1.6) | (N/A,N/A) |
| 7 months to less than 10 months | 0.5 | 0.5 | 0.3 | 0.5 | 0.8 | 0.7* | 0.0 |
| | (0.4,0.7) | (0.4,0.7) | (0.2,0.5) | (0.3,0.9) | (0.5,1.2) | (0.3,1.7) | (N/A,N/A) |
| 10 months to 12 months | 0.4 | 0.4 | 0.4 | 0.2* | 0.6 | 0.7 | 0.0 |
| | (0.3,0.6) | (0.3,0.6) | (0.2,0.6) | (0.1,0.5) | (0.4,1.1) | (0.4,1.2) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32j.2**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Other TADs/TDYs:  By Paygrade and Gender*

32j.  During the past 12 months, how long were you away from your permanent duty station for the following military duties?  Other TADs/TDYs

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 9,544 | 5,455 | 972 | 310 | 14,710 | 1,509 |
| Responding on Item | 37,110 | 23,574 | 4,746 | 5,117 | 59,271 | 11,236 |
| None† | 79.5 | 59.2 | 40.8 | 20.2 | 64.3 | 73.9 |
| | (78.3,80.7) | (57.4,60.9) | (37.3,44.4) | (15.6,25.7) | (63.3,65.4) | (71.8,75.9) |
| Less than 1 month | 12.3 | 27.0 | 42.9 | 54.5 | 23.2 | 17.7 |
| | (10.9,13.8) | (25.2,29.0) | (38.7,47.2) | (49.3,59.6) | (22.1,24.3) | (15.7,20.0) |
| 1 month to less than 3 months | 4.1 | 9.1 | 12.5 | 20.0 | 7.9 | 5.2 |
| | (3.4,4.8) | (7.9,10.6) | (10.5,14.8) | (17.9,22.2) | (7.2,8.6) | (4.1,6.5) |
| 3 months to less than 5 months | 2.0 | 2.8 | 2.6 | 3.8 | 2.4 | 2.5 |
| | (1.6,2.5) | (2.3,3.5) | (1.6,4.2) | (2.5,5.8) | (2.1,2.9) | (1.7,3.8) |
| 5 months to less than 7 months | 1.1 | 1.0 | 0.4* | 0.5 | 1.1 | 0.3* |
| | (0.9,1.4) | (0.8,1.4) | (0.2,0.9) | (0.4,0.7) | (0.9,1.4) | (0.1,0.6) |
| 7 months to less than 10 months | 0.5 | 0.5 | 0.5* | 0.4* | 0.6 | 0.2* |
| | (0.3,0.9) | (0.4,0.7) | (0.2,1.5) | (0.1,1.3) | (0.4,0.8) | (0.1,0.4) |
| 10 months to 12 months | 0.5 | 0.3* | 0.3* | 0.6 | 0.5 | 0.2* |
| | (0.3,0.8) | (0.1,0.5) | (0.1,1.0) | (0.4,0.8) | (0.3,0.6) | (0.1,0.6) |

* Low precision and/or unweighted denominator size between 30 and 59.
† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 32j.3**
*Length of Time Away From Permanent Duty Station During Past 12 Months for Other TADs/TDYs: By Retirement/Separation*

32j. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Other TADs/TDYs

*Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 465 | 3,390 | 542 | 5,066 | 808 | 5,913 |
| Responding on Item | 3,422 | 14,580 | 4,004 | 18,567 | 5,628 | 24,278 |
| None† | 41.3 | 67.6 | 38.3 | 76.1 | 40.0 | 70.9 |
| | (35.7,47.3) | (65.1,69.9) | (33.5,43.5) | (74.0,78.0) | (35.5,44.6) | (69.4,72.4) |
| Less than 1 month | 36.0 | 20.7 | 38.7 | 15.9 | 42.3 | 19.0 |
| | (29.8,42.7) | (18.5,23.0) | (34.2,43.5) | (14.0,18.0) | (38.6,46.1) | (17.6,20.5) |
| 1 month to less than 3 months | 15.4 | 6.7 | 17.9 | 4.3 | 13.1 | 6.2 |
| | (12.6,18.9) | (5.8,7.7) | (15.3,20.8) | (3.5,5.4) | (9.9,17.1) | (5.4,7.1) |
| 3 months to less than 5 months | 4.7 | 2.9 | 3.0 | 1.7 | 2.6 | 2.3 |
| | (2.9,7.6) | (2.0,4.1) | (1.8,5.0) | (1.2,2.3) | (1.5,4.6) | (1.8,2.9) |
| 5 months to less than 7 months | 1.1* | 1.1 | 0.4* | 1.2 | 1.0* | 0.8 |
| | (0.5,2.5) | (0.8,1.6) | (0.2,0.7) | (0.9,1.7) | (0.5,2.1) | (0.6,1.0) |
| 7 months to less than 10 months | 0.9* | 0.5* | 1.4* | 0.4* | 0.3* | 0.4* |
| | (0.3,2.8) | (0.3,0.9) | (0.6,3.1) | (0.2,0.7) | (0.1,0.9) | (0.2,0.8) |
| 10 months to 12 months | 0.5* | 0.5* | 0.3* | 0.4* | 0.7* | 0.4* |
| | (0.2,1.6) | (0.2,1.1) | (0.1,0.8) | (0.2,0.7) | (0.3,1.6) | (0.2,0.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 33.1**
*Total Time Away From Permanent Duty Station Due to Military Duties: By Service*

33. In the past 12 months, what was the total length of time you were away from your permanent duty station because of your military duties?

*Add up all nights away from your permanent duty station.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,761 | 1,750 | 779 | 426 | 232 | 313 | 11 |
| Responding on Item | 85,117 | 84,242 | 36,583 | 19,006 | 11,206 | 17,447 | 875 |
| None† | 34.2 | 34.3 | 33.4 | 40.1 | 30.4 | 32.3 | 27.5 |
| | (33.4,35.0) | (33.4,35.1) | (32.5,34.3) | (37.9,42.5) | (28.2,32.8) | (30.3,34.3) | (21.7,34.2) |
| Less than 1 month | 17.7 | 17.4 | 14.1 | 15.5 | 17.5 | 26.4 | 47.5 |
| | (17.0,18.5) | (16.7,18.2) | (13.3,15.0) | (13.9,17.4) | (15.9,19.2) | (24.1,28.8) | (44.9,50.1) |
| 1 month to less than 3 months | 18.0 | 18.1 | 22.7 | 10.0 | 17.6 | 17.3 | 11.3* |
| | (17.1,18.9) | (17.1,19.0) | (21.0,24.5) | (8.8,11.4) | (16.1,19.3) | (15.6,19.2) | (3.6,30.0) |
| 3 months to less than 5 months | 12.3 | 12.4 | 14.2 | 6.8 | 11.2 | 15.4 | 6.3* |
| | (11.7,12.9) | (11.7,13.0) | (13.2,15.3) | (5.5,8.3) | (10.0,12.5) | (14.2,16.8) | (2.1,17.4) |
| 5 months to less than 7 months | 9.1 | 9.1 | 8.3 | 12.5 | 10.7 | 6.0 | 6.3* |
| | (8.3,9.9) | (8.3,9.9) | (6.8,10.0) | (11.3,13.8) | (9.3,12.2) | (4.9,7.3) | (2.1,17.4) |
| 7 months to less than 10 months | 7.0 | 7.1 | 5.5 | 12.8 | 10.4 | 2.2 | 1.3* |
| | (6.5,7.6) | (6.6,7.7) | (4.8,6.3) | (11.2,14.6) | (9.3,11.6) | (1.4,3.3) | (0.2,6.7) |
| 10 months to 12 months | 1.7 | 1.7 | 1.9 | 2.2 | 2.2 | 0.4* | 0.0 |
| | (1.3,2.2) | (1.3,2.2) | (1.2,3.0) | (1.6,3.0) | (1.9,2.7) | (0.2,0.8) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 33.2**
*Total Time Away From Permanent Duty Station Due to Military Duties: By Paygrade and Gender*

33. In the past 12 months, what was the total length of time you were away from your permanent duty station because of your military duties?

*Add up all nights away from your permanent duty station.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 968 | 622 | 110 | 63 | 1,601 | 154 |
| Responding on Item | 45,686 | 28,407 | 5,608 | 5,364 | 72,380 | 12,591 |
| None† | 40.4 | 31.3 | 18.7 | 12.8 | 31.6 | 49.3 |
| | *(39.3,41.5)* | *(29.6,33.0)* | *(16.4,21.3)* | *(9.4,17.3)* | *(30.7,32.5)* | *(46.6,51.9)* |
| Less than 1 month | 12.9 | 18.9 | 28.7 | 41.0 | 17.1 | 21.2 |
| | *(11.9,14.0)* | *(17.5,20.5)* | *(26.1,31.4)* | *(37.6,44.4)* | *(16.3,17.9)* | *(18.4,24.4)* |
| 1 month to less than 3 months | 16.7 | 16.9 | 23.8 | 28.6 | 18.9 | 12.7 |
| | *(15.2,18.3)* | *(15.8,18.1)* | *(21.5,26.3)* | *(26.3,31.1)* | *(17.9,20.0)* | *(11.0,14.5)* |
| 3 months to less than 5 months | 12.1 | 12.8 | 13.4 | 10.0 | 13.0 | 8.2 |
| | *(11.2,13.1)* | *(11.7,14.0)* | *(12.0,15.0)* | *(8.5,11.6)* | *(12.3,13.7)* | *(6.8,10.0)* |
| 5 months to less than 7 months | 8.8 | 10.5 | 8.1 | 5.2 | 9.7 | 5.2 |
| | *(7.5,10.2)* | *(9.5,11.5)* | *(6.9,9.3)* | *(4.1,6.7)* | *(8.9,10.7)* | *(4.2,6.4)* |
| 7 months to less than 10 months | 7.1 | 8.0 | 6.4 | 2.1 | 7.8 | 2.5 |
| | *(6.4,7.8)* | *(7.0,9.2)* | *(4.1,9.9)* | *(1.3,3.2)* | *(7.2,8.4)* | *(1.9,3.3)* |
| 10 months to 12 months | 2.0 | 1.6 | 0.9 | 0.3* | 1.8 | 0.9 |
| | *(1.4,2.9)* | *(1.2,2.1)* | *(0.6,1.2)* | *(0.1,1.0)* | *(1.4,2.4)* | *(0.5,1.5)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 33.3**
**Total Time Away From Permanent Duty Station Due to Military Duties: By Retirement/Separation**

33. In the past 12 months, what was the total length of time you were away from your permanent duty station because of your military duties?

*Add up all nights away from your permanent duty station.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 100 | 282 | 100 | 542 | 93 | 617 |
| Responding on Item | 3,787 | 17,688 | 4,446 | 23,091 | 6,343 | 29,574 |
| None† | 28.7 | 32.9 | 23.6 | 39.5 | 25.3 | 35.1 |
| | (23.5,34.4) | (30.8,35.1) | (19.3,28.4) | (37.4,41.6) | (22.4,28.5) | (33.7,36.4) |
| Less than 1 month | 26.5 | 15.6 | 31.5 | 15.1 | 29.3 | 15.5 |
| | (22.5,30.9) | (14.1,17.2) | (28.3,34.8) | (13.6,16.6) | (25.9,33.0) | (14.3,16.9) |
| 1 month to less than 3 months | 20.7 | 16.5 | 26.3 | 16.9 | 18.7 | 18.1 |
| | (17.7,24.1) | (14.5,18.7) | (22.6,30.5) | (15.2,18.6) | (15.7,22.3) | (16.7,19.6) |
| 3 months to less than 5 months | 11.5 | 14.3 | 9.4 | 11.4 | 10.9 | 12.5 |
| | (9.3,14.2) | (12.8,16.0) | (7.6,11.5) | (10.2,12.8) | (7.7,15.3) | (11.7,13.4) |
| 5 months to less than 7 months | 8.3 | 9.7 | 4.7 | 9.4 | 9.4 | 9.0 |
| | (6.1,11.2) | (8.3,11.4) | (2.9,7.5) | (8.1,10.8) | (7.8,11.3) | (8.0,10.1) |
| 7 months to less than 10 months | 3.2* | 8.6 | 4.2 | 6.1 | 5.0 | 8.2 |
| | (1.7,5.9) | (7.0,10.5) | (3.0,6.0) | (5.4,6.8) | (3.1,8.0) | (6.9,9.6) |
| 10 months to 12 months | 1.1* | 2.4 | 0.3* | 1.7 | 1.3* | 1.6 |
| | (0.4,2.7) | (1.4,4.0) | (0.1,0.8) | (1.2,2.4) | (0.6,2.9) | (1.2,2.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† "None" includes separatees who responded that they had not been away overnight in the past because of military duties. (Q30=2)

**Table 34.1**
*Total Time Expected Away From Permanent Duty Station in Next 12 Months Due to Military Duties: By Service*

34. Suppose you were to be in the military for the next 12 months. What is the total length of time that you would expect to be away from your permanent duty station because of your military duties?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | | | | | | | |
| Not Responding on Item | 461 | 461 | 237 | 177 | 36 | 11 | 0 |
| Responding on Item | 86,417 | 85,531 | 37,125 | 19,255 | 11,402 | 17,749 | 886 |
| I would not expect to be away from my duty station in the next 12 months | 24.8 | 24.8 | 22.7 | 29.8 | 28.0 | 21.9 | 25.9 |
| | (23.8,25.9) | (23.8,25.9) | (21.0,24.4) | (27.6,32.2) | (25.7,30.5) | (20.1,23.8) | (24.2,27.8) |
| Less than 1 month | 16.0 | 15.7 | 14.0 | 13.9 | 15.8 | 21.2 | 48.1 |
| | (15.3,16.8) | (14.9,16.5) | (12.8,15.4) | (12.5,15.3) | (14.4,17.4) | (19.4,23.1) | (44.6,51.8) |
| 1 month to less than 3 months | 19.9 | 20.0 | 25.1 | 10.5 | 19.3 | 20.0 | 12.3 |
| | (19.3,20.6) | (19.3,20.6) | (24.1,26.2) | (9.4,11.6) | (17.8,20.9) | (18.4,21.6) | (8.1,18.5) |
| 3 months to less than 5 months | 17.7 | 17.8 | 17.3 | 12.1 | 15.0 | 27.1 | 4.9* |
| | (17.0,18.4) | (17.1,18.6) | (16.4,18.1) | (11.0,13.3) | (13.7,16.4) | (24.5,29.8) | (1.9,12.1) |
| 5 months to less than 7 months | 13.7 | 13.8 | 14.1 | 19.5 | 13.8 | 6.9 | 6.2 |
| | (12.9,14.6) | (13.0,14.7) | (12.7,15.7) | (17.7,21.5) | (12.7,15.0) | (5.9,8.2) | (4.1,9.3) |
| 7 months to less than 10 months | 5.9 | 6.0 | 4.7 | 12.2 | 6.0 | 1.7 | 2.5* |
| | (5.5,6.3) | (5.6,6.4) | (4.3,5.2) | (11.1,13.4) | (4.8,7.5) | (1.2,2.3) | (0.4,12.9) |
| 10 months to 12 months | 1.8 | 1.9 | 2.0 | 2.0 | 2.0 | 1.3 | 0.0 |
| | (1.6,2.2) | (1.6,2.2) | (1.6,2.6) | (1.4,2.8) | (1.6,2.6) | (0.8,2.0) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded "I would not expect to be away from my permanent duty station in the next 12 months" (Q34 = -6).

**Table 34.2**
*Total Time Expected Away From Permanent Duty Station in Next 12 Months Due to Military Duties: By Paygrade and Gender*

34. Suppose you were to be in the military for the next 12 months. What is the total length of time that you would expect to be away from your permanent duty station because of your military duties?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | | | | | | |
| Not Responding on Item | 336 | 88 | 23 | 15 | 368 | 85 |
| Responding on Item | 46,318 | 28,941 | 5,695 | 5,412 | 73,613 | 12,660 |
| I would not expect to be away from my duty station in the next 12 months | 30.5 (29.0,32.1) | 21.0 (19.5,22.6) | 12.8 (10.0,16.2) | 9.4 (7.1,12.4) | 22.7 (21.6,23.8) | 37.4 (34.8,40.1) |
| Less than 1 month | 12.5 (11.3,13.7) | 16.3 (15.2,17.4) | 23.3 (20.4,26.4) | 37.8 (35.3,40.5) | 15.5 (14.7,16.4) | 19.1 (17.4,20.9) |
| 1 month to less than 3 months | 18.7 (17.8,19.6) | 18.8 (17.9,19.9) | 24.9 (22.5,27.5) | 30.6 (28.7,32.6) | 20.7 (20.0,21.4) | 15.2 (13.4,17.1) |
| 3 months to less than 5 months | 17.4 (16.5,18.4) | 19.3 (18.0,20.7) | 18.6 (17.2,20.1) | 10.7 (7.6,14.9) | 18.2 (17.5,19.0) | 14.8 (12.9,16.8) |
| 5 months to less than 7 months | 13.8 (12.5,15.2) | 14.9 (13.8,16.1) | 13.2 (11.6,15.0) | 7.7 (6.3,9.3) | 14.6 (13.7,15.6) | 8.8 (7.4,10.4) |
| 7 months to less than 10 months | 5.2 (4.7,5.7) | 7.7 (7.1,8.5) | 6.0 (5.0,7.1) | 2.3 (1.3,4.1) | 6.4 (5.9,6.9) | 3.1 (2.5,3.9) |
| 10 months to 12 months | 2.0 (1.5,2.5) | 1.9 (1.5,2.3) | 1.2 (0.7,2.1) | 1.4 (1.1,1.9) | 1.9 (1.6,2.2) | 1.6 (1.1,2.4) |

† Separatees who responded "I would not expect to be away from my permanent duty station in the next 12 months" (Q34 = -6).

**Table 34.3**
*Total Time Expected Away From Permanent Duty Station in Next 12 Months Due to Military Duties: By Retirement/Separation*

34. Suppose you were to be in the military for the next 12 months. What is the total length of time that you would expect to be away from your permanent duty station because of your military duties?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | | | | | | |
| Not Responding on Item | 3 | 114 | 0 | 128 | 4 | 188 |
| Responding on Item | 3,884 | 17,856 | 4,546 | 23,505 | 6,432 | 30,003 |
| I would not expect to be away from my duty station in the next 12 months | 16.4 | 23.6 | 17.4 | 29.6 | 18.2 | 25.4 |
| | (12.8,20.7) | (21.7,25.7) | (13.5,22.1) | (27.6,31.6) | (15.9,20.9) | (24.0,26.9) |
| Less than 1 month | 23.4 | 13.0 | 29.0 | 15.7 | 25.1 | 13.2 |
| | (18.1,29.7) | (11.6,14.6) | (25.1,33.2) | (14.2,17.4) | (22.0,28.6) | (11.9,14.6) |
| 1 month to less than 3 months | 25.6 | 17.8 | 23.7 | 19.0 | 21.8 | 20.2 |
| | (22.2,29.4) | (16.2,19.6) | (20.0,27.7) | (17.7,20.3) | (19.3,24.5) | (19.0,21.6) |
| 3 months to less than 5 months | 18.2 | 19.5 | 15.0 | 16.3 | 15.4 | 18.6 |
| | (15.6,21.0) | (17.9,21.1) | (11.5,19.4) | (15.0,17.8) | (12.2,19.2) | (17.6,19.5) |
| 5 months to less than 7 months | 11.6 | 15.9 | 9.6 | 12.9 | 10.4 | 14.7 |
| | (8.2,16.2) | (13.9,18.1) | (6.5,14.0) | (11.9,14.0) | (8.2,13.0) | (13.1,16.5) |
| 7 months to less than 10 months | 3.2 | 7.3 | 4.2 | 5.3 | 6.7 | 6.0 |
| | (2.2,4.6) | (6.1,8.6) | (2.8,6.4) | (4.6,6.1) | (4.8,9.2) | (5.3,6.9) |
| 10 months to 12 months | 1.7* | 2.9 | 1.1* | 1.2 | 2.3 | 1.8 |
| | (0.8,3.3) | (2.1,4.0) | (0.5,2.6) | (0.9,1.5) | (1.6,3.4) | (1.2,2.7) |

\* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "I would not expect to be away from my permanent duty station in the next 12 months" (Q34 = -6).

**Table 35.1**
*Career Intentions When First Entered Active Duty: By Service*

35. What were your career intentions when you first entered active duty?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 232 | 232 | 111 | 51 | 35 | 35 | 0 |
| Responding on Item | 86,646 | 85,760 | 37,251 | 19,381 | 11,403 | 17,725 | 886 |
| I intended to stay on active duty until I was | 25.2 | 25.2 | 25.7 | 22.2 | 21.3 | 29.8 | 29.6 |
| eligible for retirement | (24.3,26.2) | (24.3,26.1) | (24.5,27.0) | (20.1,24.5) | (19.8,22.9) | (27.3,32.3) | (28.9,30.4) |
| I intended to complete my term/obligation | 32.5 | 32.6 | 35.2 | 32.5 | 32.8 | 26.8 | 28.4 |
| and then leave active duty | (31.7,33.4) | (31.7,33.4) | (34.0,36.5) | (31.0,34.0) | (31.4,34.3) | (24.3,29.6) | (17.5,42.5) |
| I was not sure if I would stay on active duty | 42.3 | 42.3 | 39.0 | 45.3 | 45.9 | 43.4 | 42.0 |
| or leave after my term/obligation | (41.0,43.6) | (41.0,43.6) | (37.0,41.1) | (42.8,47.9) | (44.2,47.5) | (40.2,46.7) | (29.4,55.7) |

**Table 35.2**
*Career Intentions When First Entered Active Duty:  By Paygrade and Gender*

35.  What were your career intentions when you first entered active duty?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 143 | 76 | 6 | 7 | 184 | 47 |
| Responding on Item | 46,511 | 28,953 | 5,712 | 5,420 | 73,797 | 12,698 |
| I intended to stay on active duty until I was eligible for retirement | 20.8 | 29.5 | 34.8 | 30.2 | 25.2 | 25.4 |
| | *(19.4,22.2)* | *(28.2,30.8)* | *(32.4,37.3)* | *(25.5,35.4)* | *(24.2,26.2)* | *(23.0,27.9)* |
| I intended to complete my term/obligation and then leave active duty | 37.6 | 27.4 | 20.2 | 29.4 | 32.8 | 30.9 |
| | *(36.4,38.7)* | *(25.9,28.9)* | *(18.3,22.3)* | *(26.3,32.8)* | *(31.8,33.7)* | *(28.6,33.4)* |
| I was not sure if I would stay on active duty or leave after my term/obligation | 41.6 | 43.1 | 45.0 | 40.4 | 42.1 | 43.7 |
| | *(39.6,43.7)* | *(41.5,44.8)* | *(42.4,47.5)* | *(34.7,46.4)* | *(40.7,43.5)* | *(41.3,46.1)* |

**Table 35.3**
*Career Intentions When First Entered Active Duty:  By Retirement/Separation*

35.  What were your career intentions when you first entered active duty?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | 0 | 0 | 0 | 0 | 0 | 0 |
| Not Responding on Item | | | | | | |
| Responding on Item | 3,887 | 17,970 | 4,546 | 23,633 | 6,436 | 30,191 |
| I intended to stay on active duty until I was eligible for retirement | 100.0 (N/A,N/A) | 100.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) |
| I intended to complete my term/obligation and then leave active duty | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 100.0 (N/A,N/A) | 100.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) |
| I was not sure if I would stay on active duty or leave after my term/obligation | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 0.0 (N/A,N/A) | 100.0 (N/A,N/A) | 100.0 (N/A,N/A) |

N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 36.1**
*Primary Reasons for Entering Active Duty:  By Service*

36.  Think back to when you first entered active duty.  Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 115 | 115 | 51 | 32 | 11 | 21 | 0 |
| Responding on Item | 86,763 | 85,877 | 37,311 | 19,400 | 11,427 | 17,739 | 886 |
| Trouble in college or break from school | 10.6 (10.1,11.2) | 10.6 (10.0,11.2) | 10.4 (9.8,11.1) | 10.2 (9.0,11.5) | 12.2 (10.9,13.7) | 10.3 (8.8,12.0) | 13.6 (11.0,16.6) |
| Get away from family, personal situation, or home town | 31.3 (30.4,32.2) | 31.4 (30.5,32.3) | 33.1 (31.8,34.5) | 33.2 (31.1,35.4) | 31.8 (30.0,33.7) | 25.5 (24.0,27.1) | 24.7* (11.0,46.6) |
| Time to figure out what you wanted to do | 28.7 (27.9,29.5) | 37.4 (36.1,38.6) | 33.0 (31.7,34.3) | 18.4 (17.2,19.6) | 50.3 (48.1,52.4) | 17.7 (15.7,19.8) | 21.0 (18.2,24.1) |
| Test yourself physically or mentally | 28.7 (27.9,29.5) | 28.8 (28.0,29.6) | 33.0 (31.7,34.3) | 18.4 (17.2,19.6) | 50.3 (48.1,52.4) | 17.7 (15.7,19.8) | 21.0 (18.2,24.1) |
| Challenging or interesting work | 32.5 (31.6,33.5) | 32.5 (31.6,33.5) | 31.0 (29.9,32.0) | 29.2 (26.7,31.8) | 42.0 (40.0,44.0) | 33.4 (30.9,36.0) | 34.6 (24.9,45.7) |
| Always wanted to be in the military | 23.2 (22.2,24.3) | 23.3 (22.2,24.4) | 25.3 (23.8,26.8) | 17.5 (15.3,19.9) | 31.7 (28.9,34.6) | 20.1 (17.7,22.8) | 14.8* (7.7,26.5) |
| Military tradition in your family | 19.2 (18.1,20.2) | 19.1 (18.1,20.2) | 19.5 (17.9,21.2) | 18.7 (16.3,21.3) | 19.7 (17.5,22.2) | 18.4 (16.7,20.3) | 23.5 (17.4,30.8) |
| Parents' encouragement | 9.8 (9.1,10.5) | 9.7 (9.0,10.4) | 9.3 (8.3,10.5) | 9.9 (8.8,11.0) | 7.7 (6.8,8.7) | 11.6 (9.8,13.7) | 14.8 (10.9,19.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 36.1 (continued)**
*Primary Reasons for Entering Active Duty:  By Service*

36.  Think back to when you first entered active duty.  Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 115 | 115 | 51 | 32 | 11 | 21 | 0 |
| Responding on Item | 86,763 | 85,877 | 37,311 | 19,400 | 11,427 | 17,739 | 886 |
| Desire to serve your country | 38.9 | 38.9 | 36.8 | 34.6 | 45.9 | 43.4 | 37.0 |
| | (38.1,39.7) | (38.1,39.7) | (35.6,38.1) | (32.6,36.6) | (43.7,48.0) | (41.8,45.1) | (31.5,43.0) |
| Image portrayed by military personnel | 10.3 | 10.4 | 9.1 | 8.3 | 18.3 | 10.3 | 8.6 |
| | (9.7,11.0) | (9.8,11.0) | (8.3,9.8) | (7.0,9.9) | (16.3,20.4) | (8.9,11.8) | (6.7,11.1) |
| Few or no civilian job opportunities | 9.9 | 10.0 | 9.3 | 9.8 | 5.4 | 14.4 | 8.6* |
| | (9.3,10.6) | (9.3,10.6) | (8.6,10.1) | (8.4,11.3) | (4.5,6.5) | (12.5,16.6) | (3.8,18.5) |
| Pay and allowance(s) | 9.3 | 9.2 | 9.1 | 9.6 | 5.1 | 11.9 | 14.8 |
| | (8.6,10.0) | (8.6,10.0) | (8.3,10.0) | (7.9,11.6) | (4.2,6.2) | (10.2,13.8) | (10.9,19.9) |
| Retirement pay and benefits | 11.1 | 11.1 | 9.5 | 10.9 | 6.1 | 17.9 | 13.6 |
| | (10.4,11.8) | (10.4,11.8) | (8.6,10.5) | (9.4,12.6) | (5.2,7.2) | (16.0,19.9) | (11.6,15.8) |
| Security and stability of the job | 23.5 | 23.4 | 22.4 | 22.1 | 18.3 | 30.0 | 32.1 |
| | (22.4,24.5) | (22.3,24.4) | (21.2,23.8) | (19.5,24.9) | (16.6,20.2) | (27.3,32.8) | (31.3,32.9) |
| Opportunity to work in a specific occupation | 15.5 | 15.4 | 13.3 | 18.0 | 14.8 | 17.7 | 21.0 |
| | (14.7,16.3) | (14.6,16.3) | (12.5,14.0) | (15.9,20.2) | (13.5,16.2) | (15.2,20.4) | (19.1,23.0) |
| Training in skills useful for civilian employment | 27.5 | 27.5 | 25.1 | 31.2 | 26.5 | 29.3 | 28.4 |
| | (26.7,28.4) | (26.7,28.4) | (24.1,26.1) | (29.3,33.2) | (24.6,28.3) | (26.8,31.9) | (26.7,30.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 36.1 (continued)**
*Primary Reasons for Entering Active Duty:  By Service*

36.  Think back to when you first entered active duty.  Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 115 | 115 | 51 | 32 | 11 | 21 | 0 |
| Responding on Item | 86,763 | 85,877 | 37,311 | 19,400 | 11,427 | 17,739 | 886 |
| Family benefits | 8.6 | 8.6 | 10.2 | 6.0 | 6.0 | 9.8 | 8.6* |
| | (8.1,9.2) | (8.1,9.2) | (9.7,10.8) | (5.0,7.3) | (5.0,7.1) | (8.4,11.5) | (3.8,18.5) |
| Travel and new experiences | 49.7 | 49.8 | 45.2 | 55.7 | 55.5 | 49.0 | 44.4 |
| | (48.5,50.9) | (48.5,51.0) | (43.7,46.7) | (52.0,59.4) | (54.2,56.8) | (46.4,51.7) | (40.7,48.3) |
| Money for college, college repayment, education benefits and opportunities | 51.2 | 51.3 | 52.0 | 53.0 | 47.8 | 50.2 | 42.0 |
| | (50.0,52.3) | (50.1,52.4) | (50.3,53.7) | (50.6,55.4) | (45.9,49.6) | (47.0,53.3) | (38.2,45.9) |
| Personal growth and maturity | 39.3 | 39.3 | 38.1 | 38.8 | 49.1 | 35.9 | 43.2 |
| | (38.5,40.2) | (38.4,40.2) | (37.0,39.3) | (37.1,40.6) | (47.4,50.8) | (33.2,38.7) | (39.8,46.7) |
| Other/None of the above | 5.4 | 5.4 | 5.9 | 4.4 | 6.1 | 4.7 | 13.6 |
| | (5.0,5.9) | (4.9,5.9) | (5.1,6.8) | (3.7,5.3) | (5.2,7.2) | (3.9,5.7) | (11.6,15.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 36.2**
*Primary Reasons for Entering Active Duty: By Paygrade and Gender*

36. Think back to when you first entered active duty. Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 55 | 44 | 9 | 7 | 91 | 24 |
| Responding on Item | 46,599 | 28,985 | 5,709 | 5,420 | 73,890 | 12,721 |
| Trouble in college or break from school | 12.9 *(12.1,13.8)* | 10.2 *(9.3,11.1)* | 1.6 *(0.9,2.7)* | 2.8 *(2.0,4.0)* | 10.8 *(10.2,11.4)* | 9.7 *(8.3,11.3)* |
| Get away from family, personal situation, or home town | 36.9 *(35.4,38.3)* | 31.7 *(30.7,32.8)* | 5.8 *(3.8,9.0)* | 8.3 *(6.9,9.9)* | 30.8 *(29.8,31.8)* | 34.4 *(32.5,36.5)* |
| Time to figure out what you wanted to do | 45.0 *(43.2,46.8)* | 35.5 *(33.6,37.4)* | 7.9 *(5.9,10.5)* | 15.0 *(11.6,19.2)* | 38.0 *(36.7,39.3)* | 34.6 *(31.9,37.3)* |
| Test yourself physically or mentally | 32.6 *(31.4,33.8)* | 23.4 *(22.4,24.4)* | 33.6 *(30.9,36.3)* | 19.2 *(15.7,23.3)* | 29.3 *(28.5,30.2)* | 25.2 *(23.8,26.6)* |
| Challenging or interesting work | 29.5 *(28.2,30.9)* | 30.8 *(29.1,32.6)* | 56.0 *(53.6,58.4)* | 43.3 *(38.7,48.1)* | 32.9 *(31.8,33.9)* | 30.8 *(28.3,33.3)* |
| Always wanted to be in the military | 21.9 *(20.6,23.3)* | 23.0 *(21.2,25.0)* | 33.3 *(29.7,37.0)* | 24.7 *(22.1,27.6)* | 24.1 *(22.9,25.3)* | 18.2 *(16.4,20.1)* |
| Military tradition in your family | 17.3 *(15.9,18.7)* | 18.7 *(16.9,20.6)* | 27.7 *(25.5,30.0)* | 29.0 *(25.5,32.7)* | 19.9 *(18.7,21.0)* | 15.0 *(13.6,16.5)* |
| Parents' encouragement | 10.3 *(9.3,11.4)* | 7.7 *(6.8,8.6)* | 11.0 *(8.7,13.7)* | 15.4 *(12.9,18.4)* | 9.8 *(9.1,10.6)* | 9.6 *(7.9,11.7)* |

**Table 36.2 (continued)**
*Primary Reasons for Entering Active Duty:  By Paygrade and Gender*

36.  Think back to when you first entered active duty.  Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 55 | 44 | 9 | 7 | 91 | 24 |
| Responding on Item | 46,599 | 28,985 | 5,709 | 5,420 | 73,890 | 12,721 |
| Desire to serve your country | 31.5 | 40.1 | 73.1 | 60.2 | 40.8 | 27.6 |
| | (30.3,32.7) | (38.7,41.5) | (70.6,75.5) | (56.5,63.7) | (39.8,41.8) | (25.8,29.4) |
| Image portrayed by military personnel | 8.9 | 9.2 | 20.5 | 17.9 | 10.5 | 9.2 |
| | (8.1,9.8) | (8.4,10.1) | (17.1,24.3) | (15.9,20.1) | (9.9,11.2) | (8.0,10.6) |
| Few or no civilian job opportunities | 7.5 | 15.4 | 5.4 | 6.1 | 10.0 | 9.3 |
| | (6.8,8.3) | (14.2,16.8) | (4.4,6.6) | (4.7,7.9) | (9.4,10.7) | (7.8,11.1) |
| Pay and allowance(s) | 9.2 | 9.7 | 8.2 | 8.8 | 8.6 | 13.5 |
| | (8.3,10.2) | (8.7,10.9) | (6.6,10.1) | (5.2,14.5) | (7.9,9.3) | (11.9,15.3) |
| Retirement pay and benefits | 7.5 | 14.7 | 12.1 | 22.1 | 11.4 | 9.3 |
| | (6.5,8.6) | (13.7,15.7) | (10.7,13.8) | (17.9,27.0) | (10.6,12.2) | (7.7,11.3) |
| Security and stability of the job | 23.0 | 24.8 | 22.4 | 21.4 | 22.4 | 30.0 |
| | (21.4,24.6) | (23.4,26.3) | (19.5,25.6) | (18.0,25.2) | (21.2,23.5) | (27.7,32.5) |
| Opportunity to work in a specific occupation | 13.1 | 17.1 | 20.7 | 22.1 | 15.7 | 14.1 |
| | (12.0,14.2) | (15.9,18.4) | (18.0,23.7) | (19.2,25.4) | (14.9,16.6) | (12.4,16.0) |
| Training in skills useful for civilian employment | 27.4 | 30.8 | 21.0 | 17.8 | 28.5 | 22.1 |
| | (26.2,28.6) | (29.4,32.3) | (18.4,23.9) | (14.7,21.3) | (27.6,29.4) | (19.9,24.5) |

**Table 36.2 (continued)**
*Primary Reasons for Entering Active Duty:  By Paygrade and Gender*

36.  Think back to when you first entered active duty.  Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 55 | 44 | 9 | 7 | 91 | 24 |
| Responding on Item | 46,599 | 28,985 | 5,709 | 5,420 | 73,890 | 12,721 |
| Family benefits | 9.2 | 8.9 | 4.7 | 6.8 | 8.4 | 10.1 |
| | (8.4,10.0) | (8.0,9.8) | (3.2,6.7) | (5.5,8.5) | (7.9,8.9) | (8.1,12.6) |
| Travel and new experiences | 48.5 | 51.8 | 51.9 | 46.6 | 48.8 | 55.1 |
| | (46.5,50.5) | (49.7,53.8) | (49.0,54.8) | (43.0,50.2) | (47.5,50.0) | (51.9,58.4) |
| Money for college, college repayment, education benefits and opportunities | 60.5 | 41.2 | 42.4 | 33.5 | 48.7 | 65.3 |
| | (58.7,62.3) | (39.8,42.7) | (39.6,45.3) | (28.9,38.3) | (47.4,50.1) | (62.8,67.8) |
| Personal growth and maturity | 40.1 | 39.4 | 39.5 | 32.1 | 39.5 | 38.7 |
| | (38.7,41.5) | (38.1,40.8) | (36.9,42.1) | (29.8,34.6) | (38.6,40.4) | (35.6,41.9) |
| Other/None of the above | 5.8 | 4.5 | 3.9 | 9.4 | 5.7 | 4.2 |
| | (5.0,6.6) | (3.9,5.1) | (2.8,5.5) | (8.3,10.6) | (5.2,6.2) | (3.2,5.4) |

**Table 36.3**
*Primary Reasons for Entering Active Duty: By Retirement/Separation*

36. Think back to when you first entered active duty. Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 3 | 0 | 10 | 0 | 2 |
| Responding on Item | 3,887 | 17,967 | 4,546 | 23,623 | 6,436 | 30,189 |
| Trouble in college or break from school | 3.5 | 7.8 | 5.9 | 13.7 | 5.9 | 12.6 |
| | (2.2,5.6) | (6.1,10.0) | (4.3,8.1) | (12.7,14.8) | (4.5,7.5) | (11.3,13.9) |
| Get away from family, personal situation, or home town | 18.7 | 26.8 | 32.4 | 33.1 | 31.8 | 34.1 |
| | (15.2,22.8) | (25.1,28.4) | (27.9,37.3) | (31.0,35.1) | (28.7,35.1) | (32.0,36.3) |
| Time to figure out what you wanted to do | 15.0 | 27.6 | 31.7 | 40.0 | 34.9 | 45.9 |
| | (11.1,20.0) | (24.1,31.4) | (27.4,36.4) | (37.7,42.3) | (30.7,39.4) | (44.3,47.4) |
| Test yourself physically or mentally | 16.5 | 34.1 | 10.0 | 27.2 | 15.5 | 34.0 |
| | (13.1,20.7) | (31.6,36.7) | (8.1,12.3) | (25.4,29.0) | (13.1,18.2) | (32.4,35.7) |
| Challenging or interesting work | 35.8 | 41.8 | 20.4 | 24.1 | 31.8 | 35.3 |
| | (31.6,40.2) | (39.9,43.8) | (16.7,24.7) | (22.4,25.9) | (26.8,37.3) | (34.0,36.6) |
| Always wanted to be in the military | 39.1 | 38.9 | 13.2 | 14.7 | 13.7 | 22.0 |
| | (34.0,44.4) | (36.7,41.2) | (9.9,17.4) | (13.3,16.3) | (11.4,16.4) | (20.6,23.4) |
| Military tradition in your family | 29.3 | 27.1 | 17.1 | 13.5 | 18.2 | 18.0 |
| | (25.9,33.0) | (25.4,28.8) | (14.2,20.5) | (11.8,15.5) | (13.6,23.9) | (16.5,19.8) |
| Parents' encouragement | 13.9 | 11.0 | 9.9 | 9.5 | 9.4 | 8.7 |
| | (9.4,19.9) | (9.7,12.5) | (7.1,13.8) | (7.9,11.4) | (7.8,11.3) | (7.9,9.7) |

**Table 36.3 (continued)**
*Primary Reasons for Entering Active Duty: By Retirement/Separation*

*36. Think back to when you first entered active duty. Which of the following best describe the primary reasons why you joined?*

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 3 | 0 | 10 | 0 | 2 |
| Responding on Item | 3,887 | 17,967 | 4,546 | 23,623 | 6,436 | 30,189 |
| Desire to serve your country | 57.1 | 51.1 | 31.6 | 27.7 | 44.0 | 38.0 |
| | (53.8,60.3) | (49.0,53.2) | (27.8,35.7) | (25.8,29.7) | (40.7,47.2) | (36.4,39.7) |
| Image portrayed by military personnel | 15.9 | 15.7 | 8.7 | 6.3 | 9.2 | 10.1 |
| | (12.9,19.4) | (14.0,17.5) | (7.0,10.6) | (5.5,7.2) | (7.1,11.9) | (9.2,11.2) |
| Few or no civilian job opportunities | 10.5 | 8.9 | 21.0 | 7.4 | 22.9 | 8.1 |
| | (8.5,12.8) | (7.0,11.3) | (18.4,24.0) | (6.3,8.6) | (19.1,27.1) | (7.2,9.1) |
| Pay and allowance(s) | 15.6 | 11.8 | 6.6 | 8.1 | 9.2 | 8.3 |
| | (12.3,19.5) | (10.0,13.9) | (4.6,9.5) | (7.1,9.2) | (6.9,12.1) | (7.5,9.2) |
| Retirement pay and benefits | 48.8 | 25.8 | 8.3 | 2.4 | 15.0 | 3.9 |
| | (45.6,51.9) | (23.2,28.5) | (6.3,10.9) | (1.7,3.3) | (12.3,18.1) | (3.4,4.6) |
| Security and stability of the job | 36.5 | 34.8 | 13.5 | 15.4 | 24.2 | 22.7 |
| | (31.8,41.4) | (32.2,37.5) | (11.2,16.2) | (13.9,17.2) | (19.6,29.4) | (21.1,24.4) |
| Opportunity to work in a specific occupation | 18.7 | 16.9 | 13.9 | 11.7 | 22.5 | 16.0 |
| | (14.5,23.8) | (15.1,18.9) | (11.5,16.7) | (10.5,13.0) | (19.4,25.9) | (14.7,17.3) |
| Training in skills useful for civilian employment | 20.3 | 22.8 | 26.3 | 28.4 | 31.1 | 30.1 |
| | (16.7,24.3) | (20.3,25.6) | (21.3,32.1) | (26.9,29.9) | (27.7,34.6) | (28.8,31.4) |

**Table 36.3 (continued)**
*Primary Reasons for Entering Active Duty:  By Retirement/Separation*

36.  Think back to when you first entered active duty.  Which of the following best describe the primary reasons why you joined?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 0 | 3 | 0 | 10 | 0 | 2 |
| Responding on Item | 3,887 | 17,967 | 4,546 | 23,623 | 6,436 | 30,189 |
| Family benefits | 13.3 | 14.0 | 5.9 | 5.1 | 7.2 | 8.3 |
| | (10.7,16.5) | (12.3,15.9) | (4.3,8.1) | (4.3,6.1) | (5.7,9.2) | (7.5,9.2) |
| Travel and new experiences | 55.7 | 54.8 | 46.3 | 41.0 | 50.0 | 53.3 |
| | (51.5,59.9) | (52.3,57.3) | (41.3,51.3) | (38.7,43.2) | (45.4,54.6) | (51.4,55.1) |
| Money for college, college repayment, education benefits and opportunities | 17.2 | 46.5 | 28.6 | 63.5 | 22.5 | 58.3 |
| | (12.8,22.7) | (43.5,49.6) | (23.8,34.0) | (61.1,65.8) | (18.4,27.1) | (56.7,59.9) |
| Personal growth and maturity | 31.8 | 40.1 | 30.1 | 37.5 | 36.6 | 43.3 |
| | (27.7,36.3) | (37.9,42.4) | (26.6,33.8) | (35.9,39.2) | (32.1,41.4) | (41.6,45.0) |
| Other/None of the above | 2.9 | 4.5 | 8.9 | 6.0 | 5.5 | 5.3 |
| | (2.0,4.3) | (3.6,5.7) | (7.5,10.5) | (5.0,7.1) | (4.0,7.7) | (4.8,5.9) |

**Table 37.1**
*Most Important Reason for Entering Active Duty: By Service*

37. Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,328 | 2,317 | 1,323 | 421 | 289 | 283 | | 11 |
| Responding on Item | 84,550 | 83,675 | 36,039 | 19,011 | 11,149 | 17,477 | | 875 |
| Trouble in college or break from school | 1.5 | 1.5 | 1.5 | 1.7 | 1.5 | 1.5 | | 0.0 |
| | (1.3,1.8) | (1.3,1.8) | (1.2,1.9) | (1.2,2.4) | (1.2,1.9) | (1.0,2.2) | | (N/A,N/A) |
| Get away from family, personal situation, or home town | 6.9 | 6.9 | 7.8 | 7.6 | 6.2 | 4.7 | | 2.5* |
| | (6.3,7.5) | (6.3,7.6) | (6.7,9.2) | (7.0,8.3) | (5.4,7.2) | (3.6,6.0) | | (0.4,13.2) |
| Time to figure out what you wanted to do | 8.0 | 8.0 | 8.8 | 7.9 | 8.1 | 6.5 | | 10.0 |
| | (7.1,9.1) | (7.1,9.1) | (6.8,11.2) | (7.1,8.8) | (6.8,9.6) | (5.4,7.9) | | (6.1,16.0) |
| Test yourself physically or mentally | 2.6 | 2.6 | 2.9 | 1.1 | 6.7 | 0.8* | | 2.5* |
| | (2.2,3.0) | (2.2,3.0) | (2.3,3.8) | (0.7,1.5) | (5.5,8.1) | (0.4,1.7) | | (0.4,13.2) |
| Challenging or interesting work | 3.2 | 3.2 | 2.8 | 3.0 | 4.4 | 3.5 | | 6.3 |
| | (2.8,3.7) | (2.8,3.7) | (2.3,3.5) | (2.0,4.3) | (3.2,5.9) | (2.9,4.3) | | (4.2,9.2) |
| Always wanted to be in the military | 5.5 | 5.6 | 6.9 | 2.9 | 7.5 | 4.5 | | 3.8* |
| | (5.1,6.0) | (5.2,6.0) | (6.3,7.6) | (2.3,3.7) | (6.5,8.7) | (3.6,5.5) | | (2.0,7.1) |
| Military tradition in your family | 2.0 | 2.0 | 2.6 | 2.1 | 1.5 | 1.2 | | 0.0 |
| | (1.7,2.4) | (1.7,2.5) | (1.9,3.4) | (1.5,2.9) | (1.2,2.1) | (0.9,1.8) | | (N/A,N/A) |
| Parents' encouragement | 0.6 | 0.6 | 0.8 | 0.6 | 0.4* | 0.6* | | 1.3* |
| | (0.5,0.9) | (0.5,0.9) | (0.4,1.3) | (0.4,0.8) | (0.2,0.8) | (0.3,1.1) | | (0.2,6.9) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 37.1 (continued)**
*Most Important Reason for Entering Active Duty: By Service*

37. Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,328 | 2,317 | 1,323 | 421 | 289 | 283 | 11 |
| Responding on Item | 84,550 | 83,675 | 36,039 | 19,011 | 11,149 | 17,477 | 875 |
| Desire to serve your country | 10.2 | 10.2 | 10.0 | 7.5 | 13.9 | 11.4 | 7.5* |
| | (9.6,10.8) | (9.6,10.8) | (9.1,10.9) | (6.6,8.5) | (12.3,15.5) | (9.7,13.3) | (3.9,14.0) |
| Image portrayed by military personnel | 0.4 | 0.4 | 0.2 | 0.1* | 1.0 | 0.5* | 0.0 |
| | (0.3,0.5) | (0.3,0.5) | (0.2,0.4) | (0.0,0.3) | (0.7,1.4) | (0.2,1.0) | (N/A,N/A) |
| Few or no civilian job opportunities | 2.2 | 2.2 | 1.7 | 2.6 | 0.6 | 3.7 | 1.3* |
| | (1.9,2.5) | (1.9,2.5) | (1.4,2.1) | (2.0,3.4) | (0.3,1.0) | (3.0,4.6) | (0.2,6.9) |
| Pay and allowance(s) | 0.8 | 0.8 | 1.1 | 0.4* | 0.6 | 0.9 | 1.3* |
| | (0.7,1.0) | (0.7,1.0) | (0.8,1.6) | (0.2,0.7) | (0.3,0.9) | (0.7,1.3) | (0.2,6.9) |
| Retirement pay and benefits | 1.5 | 1.5 | 1.3 | 1.8* | 0.2* | 2.7 | 2.5* |
| | (1.2,1.9) | (1.2,1.9) | (1.1,1.5) | (0.9,3.4) | (0.1,0.5) | (2.0,3.7) | (0.4,13.2) |
| Security and stability of the job | 2.9 | 2.8 | 2.6 | 2.2 | 1.5 | 5.0 | 3.8* |
| | (2.6,3.2) | (2.6,3.1) | (2.2,3.0) | (1.7,2.7) | (1.2,2.0) | (4.2,6.0) | (2.0,7.1) |
| Opportunity to work in a specific occupation | 2.9 | 2.8 | 1.9 | 3.5 | 2.0 | 4.5 | 8.8 |
| | (2.5,3.3) | (2.5,3.2) | (1.5,2.4) | (2.7,4.4) | (1.4,2.9) | (3.4,5.8) | (6.6,11.5) |
| Training in skills useful for civilian employment | 6.4 | 6.4 | 5.2 | 8.5 | 5.6 | 6.9 | 8.8* |
| | (5.7,7.2) | (5.6,7.1) | (3.9,6.9) | (7.0,10.1) | (4.7,6.7) | (6.0,7.9) | (3.8,19.1) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 37.1 (continued)**
*Most Important Reason for Entering Active Duty: By Service*

37. Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,328 | 2,317 | 1,323 | 421 | 289 | 283 | 11 |
| Responding on Item | 84,550 | 83,675 | 36,039 | 19,011 | 11,149 | 17,477 | 875 |
| Family benefits | 1.6 | 1.6 | 2.3 | 1.0* | 1.0 | 1.4 | 1.3* |
| | *(1.4,1.9)* | *(1.4,1.9)* | *(2.0,2.7)* | *(0.5,1.8)* | *(0.6,1.8)* | *(1.0,2.1)* | *(0.2,6.9)* |
| Travel and new experiences | 8.0 | 8.0 | 5.5 | 10.3 | 8.0 | 10.6 | 6.3* |
| | *(7.3,8.7)* | *(7.3,8.8)* | *(5.0,6.1)* | *(8.6,12.3)* | *(6.9,9.3)* | *(8.6,13.1)* | *(2.0,18.0)* |
| Money for college, college repayment, education benefits and opportunities | 22.9 | 22.9 | 23.8 | 26.3 | 14.8 | 22.6 | 17.5 |
| | *(21.9,23.9)* | *(21.9,24.0)* | *(22.2,25.6)* | *(24.2,28.6)* | *(13.3,16.4)* | *(20.2,25.3)* | *(...) ‡* |
| Personal growth and maturity | 6.9 | 6.9 | 6.9 | 6.8 | 10.8 | 4.4 | 6.3 |
| | *(6.4,7.4)* | *(6.4,7.4)* | *(6.1,7.7)* | *(6.0,7.7)* | *(9.6,12.2)* | *(3.5,5.5)* | *(4.2,9.2)* |
| Other/None of the above | 3.0 | 2.9 | 3.4 | 2.4 | 3.7 | 1.9 | 8.8* |
| | *(2.6,3.4)* | *(2.5,3.4)* | *(2.7,4.3)* | *(1.6,3.4)* | *(3.2,4.3)* | *(1.5,2.5)* | *(3.8,19.1)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

‡ Variance cannot be computed for this estimate.

**Table 37.2**
*Most Important Reason for Entering Active Duty: By Paygrade and Gender*

37. Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,406 | 680 | 84 | 150 | 1,999 | 329 |
| Responding on Item | 45,248 | 28,349 | 5,634 | 5,277 | 71,982 | 12,416 |
| Trouble in college or break from school | 1.6 | 1.9 | 0.2* | 0.6* | 1.6 | 1.1 |
| | (1.3,2.0) | (1.4,2.4) | (0.1,0.8) | (0.2,1.9) | (1.4,1.9) | (0.7,1.8) |
| Get away from family, personal situation, or home town | 7.7 | 7.6 | 0.9* | 2.0 | 6.9 | 7.0 |
| | (6.7,8.8) | (6.8,8.5) | (0.4,2.3) | (1.4,2.9) | (6.2,7.6) | (5.8,8.4) |
| Time to figure out what you wanted to do | 9.8 | 7.4 | 1.9 | 2.9 | 8.2 | 6.8 |
| | (8.1,11.7) | (6.6,8.3) | (1.1,3.3) | (1.7,5.0) | (7.2,9.4) | (5.6,8.2) |
| Test yourself physically or mentally | 3.0 | 1.9 | 3.2 | 1.8* | 2.7 | 2.1 |
| | (2.4,3.7) | (1.5,2.4) | (2.4,4.3) | (1.0,3.3) | (2.2,3.2) | (1.5,2.8) |
| Challenging or interesting work | 2.1 | 2.8 | 9.0 | 9.0 | 3.2 | 3.2 |
| | (1.6,2.7) | (2.4,3.3) | (6.7,11.9) | (6.2,12.7) | (2.8,3.7) | (2.4,4.2) |
| Always wanted to be in the military | 4.7 | 6.0 | 7.8 | 7.6 | 5.8 | 4.2 |
| | (4.2,5.4) | (5.4,6.6) | (6.3,9.6) | (6.1,9.4) | (5.3,6.3) | (3.4,5.2) |
| Military tradition in your family | 2.0 | 2.1 | 1.0 | 2.6 | 2.1 | 1.3 |
| | (1.5,2.7) | (1.6,2.7) | (0.6,1.7) | (1.9,3.5) | (1.7,2.6) | (0.9,2.0) |
| Parents' encouragement | 0.6 | 0.7 | 0.2* | 0.8 | 0.6 | 0.9 |
| | (0.4,1.1) | (0.5,0.9) | (0.1,0.6) | (0.5,1.3) | (0.4,0.9) | (0.5,1.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 37.2 (continued)**
*Most Important Reason for Entering Active Duty:  By Paygrade and Gender*

37.  Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,406 | 680 | 84 | 150 | 1,999 | 329 |
| Responding on Item | 45,248 | 28,349 | 5,634 | 5,277 | 71,982 | 12,416 |
| Desire to serve your country | 6.8 | 10.9 | 27.2 | 17.6 | 10.9 | 6.3 |
| | (6.0,7.6) | (9.8,12.1) | (24.9,29.6) | (16.3,19.0) | (10.2,11.6) | (5.2,7.5) |
| Image portrayed by military personnel | 0.4 | 0.3 | 0.5* | 0.5* | 0.3 | 0.5* |
| | (0.2,0.5) | (0.2,0.5) | (0.2,1.3) | (0.1,2.0) | (0.2,0.4) | (0.2,1.1) |
| Few or no civilian job opportunities | 1.1 | 4.4 | 0.9* | 1.3 | 2.2 | 1.8 |
| | (0.8,1.4) | (3.8,5.0) | (0.5,1.6) | (0.9,1.9) | (1.9,2.6) | (1.2,2.9) |
| Pay and allowance(s) | 0.8 | 0.8 | 0.8* | 1.2 | 0.9 | 0.7 |
| | (0.6,1.2) | (0.6,1.0) | (0.4,1.6) | (0.8,1.8) | (0.7,1.1) | (0.4,1.2) |
| Retirement pay and benefits | 0.5 | 3.2 | 1.2 | 2.5 | 1.6 | 1.1* |
| | (0.3,0.8) | (2.4,4.2) | (0.7,2.1) | (1.6,3.7) | (1.3,2.1) | (0.6,2.0) |
| Security and stability of the job | 2.4 | 3.8 | 2.2 | 2.8 | 2.7 | 4.0 |
| | (2.0,2.8) | (3.3,4.4) | (1.8,2.8) | (2.1,3.7) | (2.4,3.0) | (3.0,5.3) |
| Opportunity to work in a specific occupation | 1.8 | 3.1 | 6.7 | 6.8 | 3.1 | 1.8 |
| | (1.4,2.4) | (2.6,3.6) | (4.9,9.1) | (4.8,9.6) | (2.7,3.5) | (1.2,2.6) |
| Training in skills useful for civilian employment | 6.0 | 8.3 | 2.5 | 3.2* | 6.9 | 3.3 |
| | (4.9,7.4) | (7.5,9.2) | (1.9,3.3) | (1.7,6.2) | (6.1,7.8) | (2.4,4.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 37.2 (continued)**
*Most Important Reason for Entering Active Duty:  By Paygrade and Gender*

37.  Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,406 | 680 | 84 | 150 | 1,999 | 329 |
| Responding on Item | 45,248 | 28,349 | 5,634 | 5,277 | 71,982 | 12,416 |
| Family benefits | 2.0 | 1.5 | 0.0* | 0.4* | 1.7 | 1.0 |
| | (1.7,2.5) | (1.3,1.9) | (0.0,0.3) | (0.2,1.1) | (1.5,2.0) | (0.6,1.8) |
| Travel and new experiences | 7.6 | 9.7 | 4.4 | 6.4 | 7.6 | 10.1 |
| | (6.6,8.7) | (8.6,10.9) | (3.3,5.7) | (3.8,10.5) | (6.9,8.4) | (8.5,12.0) |
| Money for college, college repayment, education benefits and opportunities | 28.4 | 14.2 | 22.4 | 22.3 | 20.8 | 35.2 |
| | (26.7,30.2) | (13.1,15.4) | (20.5,24.5) | (20.2,24.5) | (19.6,22.0) | (33.0,37.3) |
| Personal growth and maturity | 7.4 | 7.3 | 5.0 | 2.4 | 7.1 | 5.7 |
| | (6.7,8.2) | (6.6,8.1) | (3.9,6.3) | (1.4,4.3) | (6.6,7.6) | (4.8,6.7) |
| Other/None of the above | 3.3 | 2.2 | 1.8 | 5.3 | 3.1 | 2.0 |
| | (2.7,4.0) | (1.7,2.9) | (1.0,3.3) | (4.2,6.5) | (2.7,3.7) | (1.2,3.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 37.3**
*Most Important Reason for Entering Active Duty:  By Retirement/Separation*

37.  Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 97 | 526 | 113 | 709 | 90 | 693 |
| Responding on Item | 3,790 | 17,444 | 4,433 | 22,924 | 6,346 | 29,498 |
| Trouble in college or break from school | 1.1* | 1.1 | 0.7* | 2.3 | 1.5* | 1.4 |
| | (0.3,3.5) | (0.8,1.6) | (0.3,1.9) | (1.8,2.9) | (0.6,3.4) | (1.1,1.7) |
| Get away from family, personal situation, or home town | 4.0* | 5.4 | 8.5 | 7.0 | 10.3 | 7.0 |
| | (2.2,7.4) | (3.9,7.3) | (5.7,12.6) | (6.1,8.2) | (8.3,12.6) | (5.8,8.3) |
| Time to figure out what you wanted to do | 1.7* | 4.8 | 8.1 | 8.8 | 8.6 | 10.0 |
| | (0.8,3.3) | (3.5,6.6) | (5.6,11.6) | (7.1,10.9) | (6.5,11.3) | (9.1,11.0) |
| Test yourself physically or mentally | 1.3* | 2.9 | 1.2* | 2.6 | 1.7* | 2.9 |
| | (0.6,2.8) | (2.3,3.7) | (0.7,2.3) | (1.8,3.8) | (0.8,3.5) | (2.5,3.3) |
| Challenging or interesting work | 6.9 | 4.5 | 1.6* | 1.9 | 4.3 | 3.0 |
| | (4.5,10.5) | (3.8,5.5) | (0.7,3.6) | (1.3,2.6) | (3.0,6.0) | (2.5,3.6) |
| Always wanted to be in the military | 12.1 | 10.6 | 4.0 | 2.7 | 3.8 | 4.5 |
| | (10.1,14.6) | (9.7,11.7) | (2.6,6.3) | (2.2,3.3) | (2.7,5.2) | (3.9,5.2) |
| Military tradition in your family | 5.0 | 3.3 | 2.2* | 1.3 | 2.6* | 1.3 |
| | (3.4,7.4) | (2.3,4.6) | (1.2,4.3) | (1.0,1.7) | (1.2,5.4) | (0.9,1.8) |
| Parents' encouragement | 0.6* | 0.5* | 0.3* | 0.7* | 1.3 | 0.5 |
| | (0.2,1.7) | (0.3,0.9) | (0.1,0.7) | (0.4,1.5) | (1.0,1.8) | (0.3,0.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 37.3 (continued)**
*Most Important Reason for Entering Active Duty:  By Retirement/Separation*

37.  Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 97 | 526 | 113 | 709 | 90 | 693 |
| Responding on Item | 3,790 | 17,444 | 4,433 | 22,924 | 6,346 | 29,498 |
| Desire to serve your country | 18.5 | 17.0 | 10.0 | 5.1 | 11.2 | 8.9 |
| | (16.2,21.0) | (15.3,18.8) | (8.1,12.2) | (4.3,6.0) | (9.5,13.0) | (8.0,10.0) |
| Image portrayed by military personnel | 0.7* | 0.5 | 0.6* | 0.2* | 0.4* | 0.3 |
| | (0.3,1.8) | (0.3,0.8) | (0.2,1.5) | (0.1,0.5) | (0.1,1.3) | (0.2,0.5) |
| Few or no civilian job opportunities | 2.0* | 1.3 | 6.6 | 1.5 | 7.7 | 1.5 |
| | (1.0,4.0) | (0.8,2.1) | (4.5,9.5) | (1.0,2.1) | (6.4,9.1) | (1.1,1.9) |
| Pay and allowance(s) | 1.6 | 0.6 | 0.6* | 1.2 | 1.2 | 0.5 |
| | (1.0,2.6) | (0.4,1.0) | (0.2,1.5) | (0.8,1.9) | (0.7,2.0) | (0.3,0.9) |
| Retirement pay and benefits | 13.9 | 3.2 | 2.3* | 0.0* | 1.3* | 0.1* |
| | (10.1,19.0) | (2.4,4.3) | (1.2,4.3) | (0.0,0.1) | (0.7,2.4) | (0.0,0.2) |
| Security and stability of the job | 5.3 | 4.3 | 3.3 | 1.4 | 5.1 | 2.3 |
| | (3.6,7.8) | (3.3,5.5) | (1.9,5.6) | (1.0,2.0) | (3.7,6.9) | (1.9,2.8) |
| Opportunity to work in a specific occupation | 4.0 | 3.0 | 2.1* | 2.1 | 5.5 | 2.8 |
| | (2.5,6.5) | (2.4,3.8) | (1.0,4.4) | (1.4,3.0) | (3.6,8.4) | (2.2,3.5) |
| Training in skills useful for civilian employment | 1.7* | 3.9 | 10.0 | 7.7 | 7.9 | 6.6 |
| | (0.7,4.3) | (3.0,5.2) | (7.4,13.4) | (6.5,9.1) | (5.5,11.3) | (5.7,7.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 37.3 (continued)**
*Most Important Reason for Entering Active Duty: By Retirement/Separation*

37. Of all your reasons listed in Question 36, which is the most important reason why you joined?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 97 | 526 | 113 | 709 | 90 | 693 |
| Responding on Item | 3,790 | 17,444 | 4,433 | 22,924 | 6,346 | 29,498 |
| Family benefits | 0.8* | 2.3 | 1.9* | 1.0 | 0.8* | 2.0 |
| | (0.3,2.3) | (1.7,3.0) | (0.9,4.0) | (0.6,1.7) | (0.4,1.8) | (1.5,2.7) |
| Travel and new experiences | 9.1 | 8.4 | 10.1 | 6.3 | 11.2 | 8.0 |
| | (6.8,12.2) | (6.3,11.0) | (6.8,14.7) | (4.9,8.0) | (8.3,15.0) | (7.3,8.8) |
| Money for college, college repayment, education benefits and opportunities | 4.9* | 14.8 | 14.6 | 35.6 | 6.8 | 24.8 |
| | (2.6,9.2) | (12.9,16.9) | (12.1,17.4) | (32.8,38.6) | (5.6,8.2) | (23.2,26.5) |
| Personal growth and maturity | 3.0 | 5.5 | 5.6 | 7.5 | 4.3 | 8.4 |
| | (1.7,5.1) | (4.6,6.7) | (3.5,8.8) | (6.4,8.8) | (3.0,6.2) | (7.6,9.4) |
| Other/None of the above | 1.6* | 2.1 | 5.8 | 3.1 | 2.7 | 3.1 |
| | (0.6,4.5) | (1.4,3.1) | (4.6,7.2) | (2.4,4.1) | (1.7,4.3) | (2.7,3.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 38.1**
*Second Most Important Reason for Entering Active Duty: By Service*

38. ...and which is the next most important reason why you joined?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,451 | 2,451 | 1,170 | 434 | 300 | 547 | 0 |
| | (1.7,2.2) | (1.7,2.2) | (1.2,1.7) | (1.7,3.3) | (2.0,3.3) | (1.6,2.7) | (N/A,N/A) |
| Responding on Item | 84,427 | 83,541 | 36,192 | 18,998 | 11,138 | 17,213 | 886 |
| Trouble in college or break from school | 1.9 | 1.9 | 1.4 | 2.4 | 2.6 | 2.1 | 0.0 |
| | (1.0,1.4) | (1.7,2.2) | (1.2,1.7) | (1.7,3.3) | (2.0,3.3) | (1.6,2.7) | (N/A,N/A) |
| Get away from family, personal situation, or home town | 7.1 | 7.1 | 7.9 | 7.4 | 5.8 | 6.2 | 4.9* |
| | (6.5,7.8) | (6.5,7.8) | (6.8,9.1) | (6.4,8.6) | (4.6,7.2) | (5.0,7.8) | (1.9,12.1) |
| Time to figure out what you wanted to do | 7.8 | 7.8 | 9.1 | 6.8 | 7.7 | 6.1 | 14.8 |
| | (7.3,8.5) | (7.2,8.4) | (8.0,10.3) | (6.0,7.8) | (6.6,8.9) | (5.0,7.4) | (14.5,15.2) |
| Test yourself physically or mentally | 4.3 | 4.3 | 5.2 | 2.2 | 9.8 | 1.4 | 4.9 |
| | (4.0,4.7) | (4.0,4.7) | (4.7,5.8) | (1.7,3.0) | (8.8,10.8) | (0.9,2.2) | (4.8,5.1) |
| Challenging or interesting work | 4.3 | 4.2 | 3.7 | 3.9 | 4.5 | 5.5 | 7.4* |
| | (3.8,4.8) | (3.8,4.7) | (3.1,4.4) | (3.0,5.1) | (3.8,5.5) | (4.3,7.0) | (3.7,14.1) |
| Always wanted to be in the military | 4.6 | 4.6 | 5.2 | 2.7 | 6.5 | 4.4 | 3.7* |
| | (4.2,5.1) | (4.2,5.2) | (4.5,6.1) | (2.0,3.6) | (5.5,7.7) | (3.3,5.8) | (0.6,18.6) |
| Military tradition in your family | 3.2 | 3.2 | 3.5 | 2.9 | 3.9 | 2.4 | 6.2 |
| | (2.9,3.5) | (2.9,3.5) | (3.1,4.0) | (2.4,3.6) | (3.1,4.8) | (1.9,3.0) | (4.3,8.9) |
| Parents' encouragement | 1.2 | 1.2 | 1.0 | 1.5 | 0.9 | 1.5 | 2.5 |
| | (1.0,1.4) | (1.0,1.4) | (0.9,1.2) | (1.0,2.0) | (0.5,1.3) | (1.0,2.3) | (2.4,2.5) |

* Low precision and/or unweighted denominator size between 30 and 59.   N/A:   Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 38.1 (continued)**
*Second Most Important Reason for Entering Active Duty: By Service*

38. ...and which is the next most important reason why you joined?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,451 | 2,451 | 1,170 | 434 | 300 | 547 | 0 |
| Responding on Item | 84,427 | 83,541 | 36,192 | 18,998 | 11,138 | 17,213 | 886 |
| Desire to serve your country | 7.9 | 7.9 | 7.7 | 6.4 | 8.3 | 10.0 | 2.5* |
| | (7.5,8.3) | (7.5,8.4) | (7.1,8.4) | (5.6,7.3) | (7.4,9.2) | (8.8,11.2) | (0.4,12.9) |
| Image portrayed by military personnel | 0.8 | 0.8 | 0.8 | 0.5* | 1.3 | 0.6 | 0.0 |
| | (0.6,1.0) | (0.6,1.0) | (0.5,1.1) | (0.3,1.0) | (0.9,1.9) | (0.4,1.0) | (N/A,N/A) |
| Few or no civilian job opportunities | 2.2 | 2.2 | 1.9 | 2.9 | 0.9 | 2.9 | 2.5 |
| | (1.9,2.5) | (1.9,2.5) | (1.6,2.3) | (2.3,3.6) | (0.5,1.4) | (2.3,3.7) | (2.4,2.5) |
| Pay and allowance(s) | 1.7 | 1.7 | 1.7 | 1.8 | 0.7* | 2.2 | 1.2* |
| | (1.4,2.0) | (1.4,2.0) | (1.3,2.1) | (1.2,2.8) | (0.3,1.5) | (1.6,3.1) | (0.2,6.7) |
| Retirement pay and benefits | 2.1 | 2.1 | 1.6 | 1.9 | 1.0 | 4.1 | 4.9 |
| | (1.8,2.6) | (1.8,2.5) | (1.3,2.0) | (1.1,3.4) | (0.6,1.5) | (3.1,5.3) | (4.8,5.1) |
| Security and stability of the job | 4.5 | 4.5 | 4.6 | 4.4 | 2.4 | 5.7 | 2.5* |
| | (3.9,5.2) | (3.9,5.2) | (3.5,6.0) | (3.4,5.7) | (1.9,3.1) | (4.7,6.9) | (0.4,12.9) |
| Opportunity to work in a specific occupation | 2.5 | 2.5 | 2.1 | 3.4 | 2.0 | 2.8 | 2.5 |
| | (2.2,2.9) | (2.2,2.9) | (1.7,2.7) | (2.7,4.2) | (1.7,2.4) | (2.2,3.7) | (2.4,2.5) |
| Training in skills useful for civilian employment | 6.4 | 6.4 | 5.2 | 7.2 | 5.3 | 8.5 | 8.6 |
| | (5.8,7.0) | (5.8,7.0) | (4.8,5.7) | (6.1,8.5) | (4.7,6.1) | (6.4,11.0) | (6.3,11.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 38.1 (continued)**
*Second Most Important Reason for Entering Active Duty: By Service*

38. ...and which is the next most important reason why you joined?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,451 | 2,451 | 1,170 | 434 | 300 | 547 | 0 |
| Responding on Item | 84,427 | 83,541 | 36,192 | 18,998 | 11,138 | 17,213 | 886 |
| Family benefits | 1.7 | 1.7 | 2.2 | 0.9 | 1.0 | 2.0 | 1.2* |
| | *(1.5,2.0)* | *(1.5,2.0)* | *(1.9,2.6)* | *(0.5,1.6)* | *(0.8,1.3)* | *(1.3,3.1)* | *(0.2,6.9)* |
| Travel and new experiences | 11.6 | 11.6 | 9.8 | 16.5 | 11.3 | 10.4 | 11.1* |
| | *(10.9,12.4)* | *(10.9,12.4)* | *(8.9,10.7)* | *(14.6,18.6)* | *(10.2,12.4)* | *(8.8,12.3)* | *(5.6,20.9)* |
| Money for college, college repayment, education benefits and opportunities | 11.4 | 11.5 | 11.6 | 11.9 | 11.3 | 10.8 | 6.2 |
| | *(10.8,12.1)* | *(10.9,12.2)* | *(10.7,12.7)* | *(10.6,13.5)* | *(10.2,12.5)* | *(9.3,12.4)* | *(4.1,9.3)* |
| Personal growth and maturity | 7.7 | 7.7 | 8.0 | 7.6 | 8.5 | 6.7 | 9.9 |
| | *(7.2,8.3)* | *(7.2,8.3)* | *(7.2,8.9)* | *(6.5,8.9)* | *(7.6,9.4)* | *(5.4,8.3)* | *(5.8,16.2)* |
| Other/None of the above | 0.9 | 0.9 | 1.3 | 0.8 | 0.8 | 0.3* | 1.2* |
| | *(0.7,1.2)* | *(0.7,1.2)* | *(0.9,1.9)* | *(0.6,1.0)* | *(0.5,1.5)* | *(0.1,0.8)* | *(0.2,6.9)* |
| None | 3.9 | 4.0 | 4.3 | 3.9 | 3.6 | 3.5 | 1.2* |
| | *(3.5,4.5)* | *(3.5,4.5)* | *(3.5,5.3)* | *(3.0,5.0)* | *(2.8,4.6)* | *(2.8,4.5)* | *(0.2,6.7)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 38.2**
*Second Most Important Reason for Entering Active Duty: By Paygrade and Gender*

38. …and which is the next most important reason why you joined?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,314 | 758 | 142 | 226 | 2,038 | 397 |
| Responding on Item | 45,340 | 28,271 | 5,576 | 5,201 | 71,943 | 12,348 |
| Trouble in college or break from school | 2.0 | 2.3 | 0.1* | 0.6* | 1.9 | 1.9 |
| | (1.7,2.3) | (1.8,3.0) | (0.0,0.4) | (0.3,1.5) | (1.7,2.2) | (1.4,2.6) |
| Get away from family, personal situation, or home town | 8.3 | 7.4 | 1.0* | 1.7 | 6.8 | 9.3 |
| | (7.3,9.5) | (6.6,8.3) | (0.5,1.9) | (1.2,2.5) | (6.1,7.5) | (8.0,10.7) |
| Time to figure out what you wanted to do | 9.7 | 7.0 | 1.5 | 3.5 | 8.0 | 6.8 |
| | (8.8,10.6) | (6.1,7.9) | (0.9,2.5) | (2.5,4.8) | (7.4,8.7) | (5.5,8.3) |
| Test yourself physically or mentally | 4.6 | 3.4 | 7.7 | 3.5 | 4.5 | 3.5 |
| | (4.2,5.2) | (3.0,3.8) | (6.6,9.0) | (2.3,5.2) | (4.1,4.9) | (2.8,4.3) |
| Challenging or interesting work | 2.9 | 3.8 | 11.8 | 10.7 | 4.1 | 5.0 |
| | (2.3,3.6) | (3.1,4.6) | (9.5,14.7) | (9.5,12.0) | (3.6,4.7) | (4.1,6.0) |
| Always wanted to be in the military | 4.1 | 4.6 | 9.0 | 5.0 | 4.7 | 4.2 |
| | (3.4,4.9) | (3.9,5.4) | (7.4,10.9) | (4.0,6.2) | (4.2,5.3) | (3.2,5.4) |
| Military tradition in your family | 2.8 | 3.2 | 3.8 | 6.8 | 3.4 | 2.4 |
| | (2.4,3.2) | (2.7,3.8) | (2.8,5.0) | (5.4,8.5) | (3.0,3.7) | (1.8,3.3) |
| Parents' encouragement | 1.1 | 1.3 | 1.0* | 2.1 | 1.2 | 1.2 |
| | (0.9,1.4) | (0.9,1.7) | (0.5,2.1) | (1.4,3.2) | (1.0,1.4) | (0.7,1.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 38.2 (continued)**
*Second Most Important Reason for Entering Active Duty: By Paygrade and Gender*

38. ...and which is the next most important reason why you joined?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,314 | 758 | 142 | 226 | 2,038 | 397 |
| Responding on Item | 45,340 | 28,271 | 5,576 | 5,201 | 71,943 | 12,348 |
| Desire to serve your country | 5.9 | 7.6 | 18.9 | 14.5 | 8.4 | 4.7 |
| | (5.3,6.6) | (7.0,8.3) | (17.0,21.0) | (11.8,17.7) | (7.9,9.0) | (3.8,5.8) |
| Image portrayed by military personnel | 0.7 | 0.6 | 1.6 | 1.4* | 0.8 | 0.5* |
| | (0.5,1.0) | (0.4,0.9) | (1.0,2.3) | (0.7,2.8) | (0.6,1.0) | (0.3,1.0) |
| Few or no civilian job opportunities | 1.4 | 3.7 | 2.1 | 1.2 | 2.4 | 1.4 |
| | (1.1,1.7) | (3.1,4.5) | (1.2,3.7) | (0.8,1.8) | (2.1,2.7) | (0.9,2.1) |
| Pay and allowance(s) | 1.2 | 2.2 | 1.5 | 2.8* | 1.5 | 2.8 |
| | (0.9,1.7) | (1.8,2.8) | (0.9,2.4) | (1.1,7.0) | (1.2,1.8) | (2.0,4.0) |
| Retirement pay and benefits | 1.1 | 3.0 | 1.8 | 6.6 | 2.4 | 0.8 |
| | (0.7,1.7) | (2.4,3.7) | (1.1,2.9) | (4.2,10.2) | (2.0,2.9) | (0.5,1.4) |
| Security and stability of the job | 3.9 | 5.5 | 4.1 | 4.1 | 4.2 | 6.2 |
| | (3.0,5.1) | (4.8,6.3) | (3.0,5.7) | (3.0,5.5) | (3.5,5.0) | (5.1,7.7) |
| Opportunity to work in a specific occupation | 1.9 | 3.1 | 2.8 | 4.6 | 2.6 | 2.3 |
| | (1.5,2.4) | (2.6,3.7) | (1.6,4.9) | (3.6,5.9) | (2.3,3.0) | (1.6,3.4) |
| Training in skills useful for civilian employment | 6.0 | 7.3 | 6.1 | 4.7 | 6.7 | 4.4 |
| | (5.3,6.9) | (6.3,8.5) | (4.4,8.4) | (3.8,5.7) | (6.1,7.4) | (3.2,5.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 38.2 (continued)**
*Second Most Important Reason for Entering Active Duty: By Paygrade and Gender*

38. ...and which is the next most important reason why you joined?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,314 | 758 | 142 | 226 | 2,038 | 397 |
| Responding on Item | 45,340 | 28,271 | 5,576 | 5,201 | 71,943 | 12,348 |
| Family benefits | 1.8 | 2.1 | 0.4* | 0.5* | 1.7 | 2.1 |
| | (1.5,2.2) | (1.6,2.7) | (0.1,1.1) | (0.3,1.0) | (1.4,2.0) | (1.3,3.3) |
| Travel and new experiences | 11.7 | 12.2 | 9.0 | 10.4 | 11.2 | 14.0 |
| | (10.7,12.9) | (11.0,13.6) | (7.6,10.6) | (8.8,12.3) | (10.5,12.0) | (12.5,15.8) |
| Money for college, college repayment, education benefits and opportunities | 14.1 | 9.2 | 6.6 | 4.9 | 11.0 | 13.7 |
| | (13.1,15.2) | (8.5,10.0) | (4.6,9.4) | (3.8,6.3) | (10.3,11.8) | (12.0,15.5) |
| Personal growth and maturity | 8.9 | 6.6 | 6.6 | 5.2 | 7.7 | 8.1 |
| | (8.0,9.7) | (5.9,7.3) | (5.3,8.2) | (3.1,8.6) | (7.1,8.3) | (6.8,9.6) |
| Other/None of the above | 1.1 | 0.7 | 0.6* | 0.7* | 1.0 | 0.6 |
| | (0.8,1.6) | (0.5,1.0) | (0.3,1.1) | (0.3,1.4) | (0.8,1.3) | (0.4,1.1) |
| None | 4.6 | 3.1 | 2.0 | 4.5 | 3.9 | 4.1 |
| | (3.8,5.6) | (2.6,3.7) | (1.1,3.5) | (3.3,6.0) | (3.4,4.5) | (3.0,5.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 38.3**
*Second Most Important Reason for Entering Active Duty: By Retirement/Separation*

38. ...and which is the next most important reason why you joined?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 67 | 377 | 217 | 939 | 106 | 641 |
| Responding on Item | 3,820 | 17,593 | 4,329 | 22,694 | 6,330 | 29,550 |
| Trouble in college or break from school | 0.2* | 0.9 | 1.7* | 3.1 | 2.2* | 1.8 |
| | (0.1,0.6) | (0.7,1.2) | (0.7,4.1) | (2.4,3.9) | (1.1,4.3) | (1.5,2.2) |
| Get away from family, personal situation, or home town | 3.5* | 3.9 | 10.1 | 9.0 | 8.7 | 7.3 |
| | (1.8,6.6) | (3.2,4.8) | (8.3,12.3) | (7.3,11.0) | (7.3,10.3) | (6.5,8.2) |
| Time to figure out what you wanted to do | 2.4 | 4.0 | 6.8 | 9.9 | 7.5 | 9.5 |
| | (1.3,4.2) | (3.1,5.2) | (5.7,8.1) | (8.4,11.6) | (5.9,9.4) | (8.7,10.4) |
| Test yourself physically or mentally | 0.9* | 5.1 | 3.0 | 3.8 | 1.9 | 5.5 |
| | (0.4,1.9) | (4.3,6.1) | (2.3,4.0) | (3.1,4.6) | (1.2,3.2) | (4.8,6.3) |
| Challenging or interesting work | 6.3 | 6.0 | 2.1 | 3.0 | 5.9 | 3.9 |
| | (4.1,9.5) | (4.9,7.3) | (1.3,3.5) | (2.3,4.0) | (4.6,7.5) | (3.4,4.5) |
| Always wanted to be in the military | 8.2 | 8.5 | 2.3* | 2.9 | 2.0 | 4.0 |
| | (5.8,11.4) | (7.3,9.8) | (1.3,4.2) | (2.3,3.7) | (1.5,2.6) | (3.5,4.7) |
| Military tradition in your family | 7.5 | 4.0 | 3.0* | 2.5 | 3.2 | 2.8 |
| | (5.4,10.5) | (3.1,5.0) | (1.6,5.4) | (2.0,3.1) | (2.1,4.9) | (2.4,3.3) |
| Parents' encouragement | 1.4* | 0.9 | 2.5 | 1.3 | 2.5* | 0.9 |
| | (0.5,3.9) | (0.5,1.4) | (1.6,3.7) | (1.0,1.8) | (1.2,5.2) | (0.6,1.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 38.3 (continued)**
*Second Most Important Reason for Entering Active Duty:  By Retirement/Separation*

38.  …and which is the next most important reason why you joined?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 67 | 377 | 217 | 939 | 106 | 641 |
| Responding on Item | 3,820 | 17,593 | 4,329 | 22,694 | 6,330 | 29,550 |
| Desire to serve your country | 9.6 | 9.7 | 7.0 | 5.8 | 10.4 | 7.8 |
| | (6.8,13.5) | (8.6,10.8) | (5.1,9.6) | (5.0,6.8) | (8.6,12.5) | (7.0,8.6) |
| Image portrayed by military personnel | 1.1* | 1.4 | 0.6* | 0.4 | 1.0* | 0.6 |
| | (0.5,2.5) | (0.9,2.2) | (0.2,1.7) | (0.3,0.7) | (0.5,2.1) | (0.4,0.8) |
| Few or no civilian job opportunities | 1.5* | 2.3 | 6.3 | 1.4 | 5.4 | 1.6 |
| | (0.7,3.1) | (1.6,3.3) | (4.2,9.6) | (0.9,2.1) | (3.8,7.6) | (1.2,2.0) |
| Pay and allowance(s) | 2.8 | 2.0 | 2.9* | 1.7 | 1.8* | 1.1 |
| | (1.9,4.3) | (1.4,3.0) | (1.5,5.6) | (1.3,2.3) | (0.8,3.8) | (0.8,1.4) |
| Retirement pay and benefits | 14.2 | 4.0 | 3.3 | 0.5* | 3.5 | 0.3 |
| | (11.2,17.9) | (3.0,5.4) | (1.9,5.8) | (0.2,1.2) | (2.3,5.2) | (0.2,0.4) |
| Security and stability of the job | 9.8 | 6.2 | 3.7* | 3.1 | 4.0 | 4.0 |
| | (7.9,12.1) | (4.5,8.6) | (1.9,7.1) | (2.4,4.0) | (2.7,6.1) | (3.2,4.9) |
| Opportunity to work in a specific occupation | 3.2 | 2.3 | 3.9 | 2.3 | 3.2 | 2.4 |
| | (2.2,4.8) | (1.8,3.0) | (2.3,6.5) | (1.7,3.1) | (1.8,5.6) | (2.0,3.0) |
| Training in skills useful for civilian employment | 4.4* | 4.1 | 8.2 | 7.5 | 7.7 | 6.6 |
| | (2.2,8.5) | (3.3,5.0) | (5.4,12.5) | (6.5,8.6) | (5.8,10.2) | (5.8,7.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 38.3 (continued)**
*Second Most Important Reason for Entering Active Duty:  By Retirement/Separation*

38.  …and which is the next most important reason why you joined?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 67 | 377 | 217 | 939 | 106 | 641 |
| Responding on Item | 3,820 | 17,593 | 4,329 | 22,694 | 6,330 | 29,550 |
| Family benefits | 2.0* | 2.4 | 1.6* | 1.0 | 1.4* | 2.0 |
| | (0.9,4.4) | (1.8,3.0) | (0.7,3.7) | (0.7,1.4) | (0.6,3.5) | (1.4,2.6) |
| Travel and new experiences | 9.9 | 11.4 | 15.6 | 10.5 | 12.1 | 12.2 |
| | (7.6,13.0) | (9.9,13.1) | (11.7,20.4) | (9.2,11.9) | (8.8,16.4) | (11.1,13.5) |
| Money for college, college repayment, education benefits and opportunities | 3.0 | 9.7 | 6.2* | 14.5 | 5.2 | 13.4 |
| | (2.0,4.5) | (8.1,11.5) | (3.3,11.3) | (13.5,15.4) | (3.0,8.8) | (12.4,14.4) |
| Personal growth and maturity | 3.5 | 7.8 | 3.7 | 8.8 | 7.2 | 8.2 |
| | (2.3,5.1) | (6.4,9.4) | (2.2,6.2) | (7.9,9.8) | (4.8,10.6) | (7.0,9.5) |
| Other/None of the above | 0.7* | 0.7 | 1.1* | 1.2 | 0.4* | 0.9 |
| | (0.2,2.3) | (0.4,1.3) | (0.4,2.8) | (0.8,1.9) | (0.2,1.2) | (0.5,1.6) |
| None | 3.8* | 2.8 | 4.4 | 5.8 | 2.8* | 3.3 |
| | (1.9,7.5) | (2.1,3.7) | (2.9,6.5) | (4.9,6.8) | (1.5,5.0) | (2.7,4.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 39.1**
*Term of Service: By Service*

39. In which term of service are/were you?

*Do not count extensions as separate terms of enlistment.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 703 | 703 | 345 | 170 | 84 | 105 | 0 |
| Responding on Item | 86,175 | 85,289 | 37,017 | 19,262 | 11,354 | 17,655 | 886 |
| On indefinite status without an obligation | 9.3 | 9.2 | 8.6 | 8.4 | 6.9 | 12.6 | 21.0* |
| | (8.9,9.8) | (8.8,9.6) | (8.0,9.3) | (7.7,9.3) | (5.9,8.1) | (11.7,13.6) | (11.2,36.0) |
| Officer serving an initial or other obligation | 6.2 | 6.2 | 5.1 | 6.6 | 3.8 | 9.8 | 7.4 |
| | (5.9,6.6) | (5.9,6.6) | (4.7,5.5) | (6.0,7.3) | (3.0,4.6) | (8.8,10.8) | (7.2,7.6) |
| 1st enlistment | 56.6 | 56.8 | 61.8 | 51.9 | 79.8 | 36.9 | 35.8 |
| | (55.9,57.3) | (56.1,57.5) | (60.6,63.0) | (50.1,53.7) | (78.7,81.0) | (35.2,38.6) | (28.1,44.3) |
| 2nd or later enlistment | 27.8 | 27.8 | 24.5 | 33.0 | 9.5 | 40.7 | 35.8 |
| | (27.3,28.4) | (27.3,28.3) | (23.7,25.2) | (31.7,34.4) | (8.9,10.1) | (39.1,42.3) | (18.7,57.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 39.2**
*Term of Service: By Paygrade and Gender*

39. In which term of service are/were you?

*Do not count extensions as separate terms of enlistment.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 386 | 275 | 12 | 31 | 581 | 117 |
| Responding on Item | 46,268 | 28,754 | 5,706 | 5,396 | 73,400 | 12,628 |
| On indefinite status without an obligation | 1.9 | 4.0 | 31.4 | 77.2 | 9.7 | 7.3 |
| | (1.4,2.6) | (3.6,4.6) | (29.1,33.8) | (73.2,80.7) | (9.2,10.2) | (6.1,8.8) |
| Officer serving an initial or other obligation | 0.6 | 0.2* | 67.9 | 21.7 | 6.0 | 7.7 |
| | (0.4,1.0) | (0.1,0.4) | (65.3,70.3) | (18.0,25.9) | (5.6,6.3) | (6.6,9.0) |
| 1st enlistment | 89.2 | 25.9 | 0.4* | 0.3* | 56.2 | 59.0 |
| | (87.9,90.3) | (24.9,26.9) | (0.1,1.1) | (0.1,1.0) | (55.4,57.1) | (57.2,60.8) |
| 2nd or later enlistment | 8.3 | 69.9 | 0.4* | 0.9* | 28.2 | 25.9 |
| | (7.5,9.1) | (68.9,70.9) | (0.1,1.0) | (0.4,1.7) | (27.5,28.8) | (24.3,27.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 39.3**
*Term of Service:  By Retirement/Separation*

39.  In which term of service are/were you?

*Do not count extensions as separate terms of enlistment.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 88 | 55 | 85 | 189 | 37 | 135 |
| Responding on Item | 3,799 | 17,915 | 4,461 | 23,444 | 6,399 | 30,056 |
| On indefinite status without an obligation | 37.0 | 7.8 | 32.2 | 2.7 | 28.8 | 4.3 |
| | (33.0,41.2) | (6.8,8.9) | (28.5,36.2) | (2.2,3.2) | (25.9,31.8) | (3.7,5.2) |
| Officer serving an initial or other obligation | 4.0 | 7.5 | 2.9 | 5.8 | 4.7 | 7.0 |
| | (2.7,5.8) | (6.8,8.3) | (2.0,4.4) | (5.3,6.4) | (2.6,8.3) | (6.5,7.5) |
| 1st enlistment | 1.6* | 53.3 | 3.1* | 78.5 | 1.9 | 68.0 |
| | (0.9,3.0) | (50.9,55.7) | (1.7,5.5) | (76.7,80.2) | (1.1,3.4) | (66.5,69.5) |
| 2nd or later enlistment | 57.4 | 31.4 | 61.7 | 13.0 | 64.7 | 20.7 |
| | (52.8,61.8) | (29.5,33.4) | (57.0,66.3) | (11.6,14.7) | (60.6,68.5) | (19.4,22.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 40.1**
*Tested for Promotion in Current Grade: By Service*

40. Since you've been in your current grade, have you been tested for a promotion but not selected?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 10,595 | 10,365 | 3,754 | 2,322 | 1,067 | 3,222 | 230 |
| Not Responding on Item | 329 | 329 | 171 | 80 | 57 | 21 | 0 |
| Responding on Item | 75,953 | 75,297 | 33,436 | 17,030 | 10,314 | 14,517 | 656 |
| No | 67.7 | 67.6 | 82.7 | 43.2 | 89.3 | 45.8 | 78.3 |
| | (66.7,68.6) | (66.7,68.5) | (82.0,83.5) | (41.9,44.6) | (87.5,90.9) | (41.7,49.9) | (65.3,87.4) |
| Yes, once | 13.7 | 13.7 | 11.6 | 15.2 | 5.5 | 22.7 | 11.7* |
| | (13.1,14.4) | (13.1,14.4) | (10.9,12.4) | (14.0,16.6) | (4.6,6.5) | (20.5,25.2) | (4.7,26.3) |
| Yes, twice or more | 18.6 | 18.7 | 5.7 | 41.5 | 5.2 | 31.5 | 10.0 |
| | (17.9,19.3) | (18.0,19.4) | (5.0,6.4) | (40.0,43.0) | (4.2,6.3) | (28.7,34.4) | (9.4,10.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Does not apply, I am an officer" (Q40 = -6).

**Table 40.2**
*Tested for Promotion in Current Grade: By Paygrade and Gender*

40. Since you've been in your current grade, have you been tested for a promotion but not selected?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,534 | 479 | 4,250 | 4,322 | 9,020 | 1,574 |
| Not Responding on Item | 203 | 103 | 15 | 10 | 246 | 83 |
| Responding on Item | 44,916 | 28,448 | 1,453 | 1,095 | 64,715 | 11,088 |
| No | 71.0 | 61.0 | 93.4 | 69.7 | 67.8 | 67.3 |
| | (69.9,72.1) | (59.5,62.6) | (91.2,95.2) | (61.8,76.6) | (66.7,68.9) | (65.1,69.4) |
| Yes, once | 15.4 | 11.5 | 4.7 | 11.1 | 13.5 | 14.6 |
| | (14.6,16.4) | (10.7,12.4) | (2.8,7.7) | (7.5,16.2) | (12.9,14.2) | (13.0,16.4) |
| Yes, twice or more | 13.5 | 27.5 | 1.9* | 19.2 | 18.7 | 18.1 |
| | (12.6,14.5) | (26.2,28.7) | (0.8,4.6) | (14.5,24.9) | (17.8,19.5) | (15.8,20.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Does not apply, I am an officer" (Q40 = -6).

**Table 40.3**
*Tested for Promotion in Current Grade: By Retirement/Separation*

40. Since you've been in your current grade, have you been tested for a promotion but not selected?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,074 | 2,137 | 1,139 | 1,744 | 1,544 | 2,954 |
| Not Responding on Item | 14 | 35 | 2 | 73 | 5 | 85 |
| Responding on Item | 2,799 | 15,798 | 3,405 | 21,816 | 4,887 | 27,152 |
| No | 38.4 | 68.5 | 43.4 | 74.5 | 38.8 | 72.9 |
| | (33.8,43.3) | (66.4,70.6) | (39.5,47.4) | (72.5,76.4) | (34.2,43.5) | (71.4,74.3) |
| Yes, once | 15.7 | 15.1 | 12.6 | 14.0 | 12.5 | 12.8 |
| | (11.5,21.1) | (13.8,16.6) | (10.3,15.4) | (12.5,15.6) | (9.0,17.1) | (11.5,14.3) |
| Yes, twice or more | 45.9 | 16.3 | 44.0 | 11.5 | 48.7 | 14.3 |
| | (39.0,52.9) | (14.8,18.0) | (40.9,47.1) | (10.2,12.9) | (43.7,53.7) | (13.3,15.4) |

† Separatees who responded "Does not apply, I am an officer" (Q40 = -6).

**Table 41.1**
*Passed Over for a Promotion in Current Grade: By Service*

41. Since you've been in your current grade, have you been passed over for promotion?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 21,512 | 21,261 | 7,008 | 6,358 | 1,931 | 5,963 | 252 |
| Not Responding on Item | 411 | 390 | 183 | 107 | 56 | 43 | 22 |
| Responding on Item | 64,954 | 64,342 | 30,171 | 12,966 | 9,451 | 11,754 | 613 |
| No | 70.2 | 70.0 | 69.0 | 60.9 | 84.3 | 71.3 | 94.6* |
| | (69.0,71.4) | (68.8,71.2) | (67.7,70.1) | (56.9,64.8) | (82.9,85.6) | (68.0,74.4) | (75.0,99.0) |
| Yes, once | 11.5 | 11.6 | 13.3 | 11.4 | 6.5 | 11.5 | 3.6* |
| | (10.5,12.6) | (10.6,12.6) | (11.6,15.2) | (9.6,13.4) | (5.5,7.7) | (9.6,13.7) | (0.6,17.5) |
| Yes, twice or more | 18.2 | 18.4 | 17.7 | 27.7 | 9.2 | 17.2 | 1.8* |
| | (17.1,19.4) | (17.3,19.6) | (16.2,19.3) | (24.9,30.7) | (7.9,10.7) | (14.2,20.7) | (0.3,9.2) |

\* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Does not apply, I am enlisted" (Q41 = -6).

**Table 41.2**
*Passed Over for a Promotion in Current Grade: By Paygrade and Gender*

41. Since you've been in your current grade, have you been passed over for promotion?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | | | W1 to W2/ | W3 to W5/ | | |
| | E1 to E4 | E5 to E9 | O1 to O3 | O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 11,674 | 9,719 | 68 | 18 | 17,947 | 3,542 |
| Not Responding on Item | 244 | 129 | 25 | 14 | 322 | 89 |
| Responding on Item | 34,736 | 19,181 | 5,625 | 5,394 | 55,712 | 9,113 |
| No | 66.7 | 71.5 | 95.0 | 63.1 | 69.1 | 77.4 |
| | *(64.9,68.5)* | *(69.8,73.1)* | *(93.8,96.0)* | *(58.2,67.7)* | *(67.8,70.3)* | *(74.5,80.1)* |
| Yes, once | 14.6 | 8.0 | 3.7 | 12.2 | 11.7 | 10.1 |
| | *(13.0,16.4)* | *(7.0,9.1)* | *(2.8,5.0)* | *(10.3,14.4)* | *(10.6,12.9)* | *(8.3,12.2)* |
| Yes, twice or more | 18.7 | 20.5 | 1.3* | 24.8 | 19.2 | 12.5 |
| | *(17.0,20.5)* | *(18.9,22.3)* | *(0.7,2.4)* | *(20.4,29.6)* | *(17.9,20.5)* | *(10.6,14.7)* |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Does not apply, I am enlisted" (Q41 = -6).

**Table 41.3**
*Passed Over for a Promotion in Current Grade:  By Retirement/Separation*

41.  Since you've been in your current grade, have you been passed over for promotion?

| | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 5,513 | 1,740 | 7,983 | 944 | 4,158 | 1,169 |
| Not Responding on Item | 52 | 13 | 124 | 20 | 66 | 18 |
| Responding on Item | 18,068 | 4,683 | 22,084 | 2,923 | 13,746 | 3,358 |
| No | 76.4 | 46.0 | 76.6 | 42.1 | 70.9 | 50.4 |
| | (74.5,78.1) | (41.8,50.3) | (74.7,78.5) | (36.4,48.0) | (68.0,73.7) | (45.1,55.6) |
| Yes, once | 11.1 | 12.8 | 10.1 | 17.1 | 12.2 | 13.7 |
| | (9.1,13.5) | (10.1,16.1) | (8.5,11.9) | (14.1,20.5) | (10.7,13.9) | (10.9,17.1) |
| Yes, twice or more | 12.5 | 41.1 | 13.3 | 40.8 | 16.9 | 35.9 |
| | (11.0,14.2) | (37.1,45.3) | (11.9,14.8) | (35.4,46.5) | (15.0,19.0) | (32.1,39.9) |

† Separatees who responded "Does not apply, I am enlisted" (Q41 = -6).

**Table 42.1**
*Likelihood of Being Allowed to Stay on Active Duty Service at End of Current Term or Service Obligation:  By Service*

42.  How likely is it that you would be allowed to stay on active duty service at the end of your current term or service obligation?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 455 | 455 | 224 | 128 | 58 | 45 | 0 |
| Responding on Item | 86,423 | 85,537 | 37,138 | 19,304 | 11,380 | 17,715 | 886 |
| Very likely | 72.4 | 72.3 | 64.3 | 74.9 | 77.9 | 82.6 | 81.5 |
| | (71.6,73.1) | (71.5,73.0) | (63.3,65.3) | (72.9,76.8) | (76.1,79.6) | (80.3,84.6) | (66.1,90.9) |
| Likely | 9.1 | 9.1 | 11.5 | 6.8 | 9.1 | 6.5 | 7.4* |
| | (8.4,9.8) | (8.4,9.8) | (10.3,12.8) | (5.7,8.0) | (8.0,10.4) | (5.3,7.9) | (3.7,14.1) |
| Neither likely nor unlikely | 6.2 | 6.3 | 8.9 | 5.2 | 4.9 | 2.7 | 1.2* |
| | (5.4,7.1) | (5.5,7.2) | (7.3,10.8) | (4.4,6.2) | (4.0,6.0) | (1.7,4.3) | (0.2,6.9) |
| Unlikely | 5.1 | 5.1 | 6.7 | 5.1 | 3.3 | 3.2 | 2.5* |
| | (4.6,5.7) | (4.6,5.8) | (6.0,7.4) | (3.5,7.2) | (2.5,4.4) | (2.1,4.8) | (0.4,13.3) |
| Very unlikely | 7.2 | 7.2 | 8.6 | 8.0 | 4.8 | 5.1 | 7.4 |
| | (6.7,7.8) | (6.7,7.8) | (7.8,9.5) | (6.6,9.7) | (3.9,5.8) | (4.0,6.5) | (7.2,7.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 42.2**
*Likelihood of Being Allowed to Stay on Active Duty Service at End of Current Term or Service Obligation:  By Paygrade and Gender*

42.  How likely is it that you would be allowed to stay on active duty service at the end of your current term or service obligation?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 237 | 151 | 17 | 50 | 336 | 119 |
| Responding on Item | 46,417 | 28,878 | 5,701 | 5,377 | 73,645 | 12,626 |
| Very likely | 63.2 | 83.5 | 91.8 | 71.4 | 72.1 | 74.3 |
| | (62.2,64.1) | (82.3,84.7) | (89.8,93.4) | (68.0,74.5) | (71.2,72.9) | (72.0,76.5) |
| Likely | 12.9 | 4.7 | 3.3 | 5.3 | 8.9 | 9.7 |
| | (11.7,14.1) | (4.1,5.4) | (2.5,4.4) | (3.6,7.7) | (8.2,9.7) | (8.0,11.7) |
| Neither likely nor unlikely | 9.0 | 3.2 | 1.5 | 3.5 | 6.2 | 6.3 |
| | (7.6,10.6) | (2.5,4.0) | (0.9,2.6) | (2.7,4.4) | (5.3,7.2) | (5.0,7.9) |
| Unlikely | 6.4 | 3.7 | 1.6 | 5.3 | 5.3 | 4.1 |
| | (5.6,7.3) | (2.9,4.8) | (1.0,2.8) | (3.8,7.4) | (4.7,6.0) | (3.4,4.9) |
| Very unlikely | 8.6 | 4.8 | 1.7 | 14.5 | 7.5 | 5.6 |
| | (7.8,9.5) | (4.2,5.6) | (1.1,2.6) | (11.7,17.9) | (6.9,8.2) | (4.4,7.1) |

**Table 42.3**
*Likelihood of Being Allowed to Stay on Active Duty Service at End of Current Term or Service Obligation: By Retirement/Separation*

42. How likely is it that you would be allowed to stay on active duty service at the end of your current term or service obligation?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 29 | 76 | 10 | 80 | 51 | 91 |
| Responding on Item | 3,858 | 17,894 | 4,536 | 23,553 | 6,385 | 30,100 |
| Very likely | 71.9 | 76.9 | 74.2 | 67.8 | 70.4 | 73.6 |
| | (68.6,74.9) | (74.6,79.0) | (67.7,79.8) | (66.1,69.4) | (67.0,73.6) | (71.6,75.5) |
| Likely | 5.6 | 7.6 | 5.1 | 11.0 | 6.4 | 9.9 |
| | (4.1,7.7) | (6.3,9.1) | (3.1,8.4) | (9.8,12.3) | (4.3,9.3) | (8.5,11.6) |
| Neither likely nor unlikely | 4.6 | 6.0 | 5.0 | 7.3 | 4.4 | 6.3 |
| | (2.9,7.3) | (4.9,7.4) | (2.8,8.6) | (6.4,8.3) | (3.2,6.0) | (5.1,7.6) |
| Unlikely | 6.0 | 3.7 | 4.7* | 6.2 | 7.5 | 4.6 |
| | (3.8,9.5) | (2.9,4.7) | (2.5,8.7) | (5.2,7.3) | (5.8,9.8) | (3.8,5.4) |
| Very unlikely | 11.8 | 5.9 | 11.0 | 7.7 | 11.3 | 5.7 |
| | (9.3,15.0) | (4.8,7.2) | (8.5,14.1) | (6.4,9.3) | (8.9,14.2) | (4.5,7.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 43.1**
*Expected Time Until Selection for Next Promotion to Higher Grade:  By Service*

43.  If you were to stay on active duty, when would you expect to be selected for your next promotion to a higher grade?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 565 | 565 | 274 | 149 | 50 | 92 | 0 |
| Responding on Item | 86,313 | 85,427 | 37,088 | 19,283 | 11,388 | 17,668 | 886 |
| Less than 3 months | 29.0 | 29.1 | 43.2 | 17.9 | 28.6 | 11.8 | 18.5 |
| | *(28.0,29.9)* | *(28.1,30.0)* | *(41.7,44.8)* | *(16.1,19.8)* | *(26.5,30.8)* | *(10.3,13.5)* | *(15.8,21.6)* |
| 3 months to less than 7 months | 16.8 | 16.8 | 19.0 | 18.8 | 20.1 | 8.1 | 12.3 |
| | *(16.1,17.6)* | *(16.1,17.6)* | *(17.7,20.3)* | *(17.2,20.6)* | *(18.9,21.4)* | *(6.9,9.5)* | *(8.1,18.5)* |
| 7 months to less than 1 year | 11.9 | 11.8 | 10.5 | 12.1 | 10.2 | 15.3 | 18.5* |
| | *(11.2,12.6)* | *(11.2,12.5)* | *(9.5,11.5)* | *(11.0,13.3)* | *(9.1,11.4)* | *(13.6,17.3)* | *(7.3,39.4)* |
| 1 year to less than 2 years | 17.4 | 17.4 | 9.9 | 17.6 | 16.5 | 33.5 | 19.8 |
| | *(16.7,18.2)* | *(16.7,18.2)* | *(9.1,10.9)* | *(16.1,19.2)* | *(15.5,17.5)* | *(31.1,35.9)* | *(19.3,20.2)* |
| 2 years or more | 14.5 | 14.4 | 8.0 | 20.7 | 18.7 | 18.4 | 17.3 |
| | *(13.7,15.2)* | *(13.7,15.2)* | *(7.3,8.7)* | *(19.2,22.2)* | *(16.5,21.2)* | *(15.9,21.2)* | *(12.6,23.2)* |
| Does not apply, I would not expect a promotion | 7.2 | 7.2 | 6.7 | 7.7 | 4.4 | 9.5 | 7.4 |
| | *(6.8,7.6)* | *(6.8,7.6)* | *(6.3,7.2)* | *(7.0,8.4)* | *(3.7,5.2)* | *(8.3,10.8)* | *(7.2,7.6)* |
| Does not apply, I would have no opportunities for promotion | 3.3 | 3.2 | 2.7 | 5.2 | 1.6 | 3.4 | 6.2 |
| | *(2.9,3.7)* | *(2.9,3.7)* | *(2.1,3.4)* | *(4.2,6.3)* | *(1.2,2.0)* | *(2.7,4.2)* | *(4.1,9.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 43.2**
*Expected Time Until Selection for Next Promotion to Higher Grade: By Paygrade and Gender*

43.  If you were to stay on active duty, when would you expect to be selected for your next promotion to a higher grade?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 335 | 191 | 29 | 14 | 432 | 135 |
| Responding on Item | 46,319 | 28,838 | 5,689 | 5,413 | 73,549 | 12,610 |
| Less than 3 months | 43.8 | 11.6 | 19.2 | 4.1 | 29.5 | 25.9 |
| | (42.2,45.5) | (10.7,12.6) | (16.4,22.4) | (3.3,5.1) | (28.5,30.5) | (23.3,28.8) |
| 3 months to less than 7 months | 23.1 | 10.9 | 8.0 | 3.6 | 16.5 | 18.7 |
| | (21.9,24.4) | (10.0,11.8) | (6.5,9.8) | (2.7,4.7) | (15.7,17.3) | (16.8,20.8) |
| 7 months to less than 1 year | 11.5 | 14.8 | 6.6 | 4.9 | 11.4 | 14.7 |
| | (10.5,12.6) | (14.0,15.6) | (5.1,8.6) | (3.9,6.3) | (10.7,12.1) | (12.5,17.1) |
| 1 year to less than 2 years | 10.8 | 28.7 | 13.0 | 19.1 | 17.3 | 18.4 |
| | (9.8,11.9) | (27.2,30.2) | (11.3,15.0) | (16.6,21.9) | (16.4,18.2) | (16.4,20.5) |
| 2 years or more | 3.3 | 24.0 | 51.2 | 20.8 | 14.4 | 14.6 |
| | (2.8,3.9) | (22.2,25.8) | (47.5,54.9) | (18.9,22.8) | (13.7,15.2) | (12.8,16.5) |
| Does not apply, I would not expect a promotion | 5.4 | 6.1 | 1.9 | 34.2 | 7.5 | 5.6 |
| | (4.9,5.9) | (5.5,6.8) | (1.3,2.6) | (31.7,36.9) | (7.1,7.9) | (4.4,7.0) |
| Does not apply, I would have no opportunities for promotion | 2.1 | 3.9 | 0.1* | 13.3 | 3.5 | 2.2 |
| | (1.6,2.7) | (3.4,4.6) | (0.0,0.3) | (11.0,15.9) | (3.0,4.0) | (1.5,3.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 43.3**
*Expected Time Until Selection for Next Promotion to Higher Grade:  By Retirement/Separation*

43.  If you were to stay on active duty, when would you expect to be selected for your next promotion to a higher grade?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 34 | 76 | 22 | 161 | 22 | 134 |
| Responding on Item | 3,853 | 17,894 | 4,524 | 23,472 | 6,414 | 30,057 |
| Less than 3 months | 6.3 | 33.4 | 5.6 | 35.7 | 6.3 | 32.2 |
| | (3.8,10.2) | (30.2,36.7) | (3.8,8.3) | (33.6,37.7) | (3.8,10.2) | (30.7,33.8) |
| 3 months to less than 7 months | 6.1 | 16.6 | 6.9 | 20.9 | 6.1 | 18.9 |
| | (3.9,9.4) | (15.3,17.9) | (5.7,8.4) | (19.0,22.9) | (3.8,9.6) | (17.6,20.3) |
| 7 months to less than 1 year | 12.0 | 12.2 | 11.6 | 11.1 | 12.2 | 12.2 |
| | (9.3,15.3) | (10.5,14.0) | (8.7,15.5) | (9.9,12.4) | (10.4,14.4) | (11.1,13.4) |
| 1 year to less than 2 years | 26.0 | 15.5 | 28.2 | 14.8 | 24.7 | 16.4 |
| | (20.2,32.9) | (14.1,17.0) | (24.7,32.1) | (13.4,16.4) | (22.3,27.3) | (15.2,17.6) |
| 2 years or more | 14.8 | 15.3 | 16.4 | 11.6 | 16.9 | 15.3 |
| | (12.3,17.7) | (13.9,16.9) | (12.7,20.8) | (10.6,12.8) | (13.7,20.6) | (14.1,16.6) |
| Does not apply, I would not expect a promotion | 23.9 | 4.9 | 18.6 | 4.7 | 22.4 | 3.5 |
| | (20.9,27.1) | (3.9,6.2) | (15.2,22.6) | (3.7,6.0) | (20.4,24.5) | (2.9,4.0) |
| Does not apply, I would have no opportunities for promotion | 11.0 | 2.2* | 12.6 | 1.2 | 11.4 | 1.4 |
| | (8.6,13.9) | (1.2,3.9) | (8.9,17.4) | (0.9,1.6) | (8.2,15.7) | (1.1,1.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 44.1**
*Expected Time Until Actual Promotion to Higher Grade:  By Service*

44.  If you were to stay on active duty, when would you expect to actually receive your next promotion to a higher grade?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 555 | 555 | 219 | 193 | 51 | 91 | 0 |
| Responding on Item | 86,323 | 85,437 | 37,143 | 19,239 | 11,387 | 17,669 | 886 |
| Less than 3 months | 18.2 | 18.3 | 27.8 | 8.6 | 23.6 | 5.4 | 12.3 |
| | (17.6,18.9) | (17.7,18.9) | (27.1,28.6) | (7.5,9.8) | (21.6,25.8) | (4.3,6.9) | (12.0,12.7) |
| 3 months to less than 7 months | 18.8 | 18.8 | 25.1 | 16.5 | 20.7 | 6.9 | 13.6 |
| | (17.9,19.6) | (18.0,19.7) | (23.7,26.6) | (14.7,18.4) | (19.0,22.4) | (5.1,9.2) | (7.6,23.0) |
| 7 months to less than 1 year | 13.5 | 13.5 | 14.6 | 15.6 | 10.6 | 10.7 | 13.6 |
| | (12.8,14.3) | (12.8,14.3) | (14.0,15.2) | (13.5,18.1) | (9.2,12.3) | (8.9,12.9) | (7.6,23.0) |
| 1 year to less than 2 years | 17.5 | 17.5 | 11.8 | 18.1 | 15.4 | 30.0 | 25.9* |
| | (16.9,18.2) | (16.8,18.1) | (11.1,12.5) | (16.9,19.4) | (13.9,17.0) | (27.9,32.1) | (13.2,44.6) |
| 2 years or more | 21.7 | 21.7 | 11.9 | 28.7 | 23.9 | 33.4 | 22.2 |
| | (21.0,22.5) | (21.0,22.5) | (11.0,12.9) | (27.0,30.4) | (21.1,26.8) | (31.6,35.3) | (21.7,22.8) |
| Does not apply, I would not expect a promotion | 7.1 | 7.1 | 6.2 | 7.7 | 4.3 | 10.4 | 6.2 |
| | (6.8,7.5) | (6.8,7.5) | (5.8,6.6) | (6.9,8.5) | (3.6,5.0) | (9.4,11.5) | (4.3,8.9) |
| Does not apply, I would have no opportunities for promotion | 3.1 | 3.0 | 2.5 | 4.8 | 1.5 | 3.2 | 6.2 |
| | (2.7,3.5) | (2.7,3.5) | (2.0,3.1) | (3.6,6.4) | (1.2,2.0) | (2.7,3.8) | (4.1,9.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 44.2**
*Expected Time Until Actual Promotion to Higher Grade:  By Paygrade and Gender*

44.  If you were to stay on active duty, when would you expect to actually receive your next promotion to a higher grade?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 296 | 213 | 26 | 23 | 390 | 166 |
| Responding on Item | 46,358 | 28,816 | 5,692 | 5,404 | 73,591 | 12,579 |
| Less than 3 months | 29.6 | 4.6 | 10.7 | 1.3* | 18.6 | 16.1 |
| | (28.6,30.6) | (3.8,5.6) | (8.9,12.8) | (0.7,2.6) | (18.0,19.2) | (14.0,18.4) |
| 3 months to less than 7 months | 28.3 | 8.6 | 8.5 | 1.7 | 18.7 | 19.0 |
| | (26.9,29.8) | (7.9,9.3) | (6.7,10.8) | (1.2,2.5) | (17.8,19.7) | (17.2,20.9) |
| 7 months to less than 1 year | 15.8 | 12.6 | 9.2 | 3.1 | 13.2 | 15.3 |
| | (14.7,17.0) | (11.4,13.8) | (6.8,12.4) | (2.1,4.5) | (12.5,14.0) | (13.4,17.5) |
| 1 year to less than 2 years | 12.5 | 27.7 | 13.1 | 11.3 | 17.2 | 19.5 |
| | (11.6,13.5) | (26.5,28.9) | (10.9,15.5) | (10.0,12.9) | (16.5,17.9) | (17.4,21.8) |
| 2 years or more | 7.0 | 36.3 | 56.5 | 34.0 | 21.7 | 22.1 |
| | (6.2,7.8) | (35.0,37.6) | (52.5,60.4) | (31.3,36.9) | (20.9,22.4) | (20.1,24.2) |
| Does not apply, I would not expect a promotion | 4.9 | 6.5 | 2.0 | 34.8 | 7.3 | 6.3 |
| | (4.5,5.4) | (5.9,7.2) | (1.4,2.7) | (31.7,38.1) | (6.9,7.6) | (5.0,7.9) |
| Does not apply, I would have no opportunities for promotion | 1.8 | 3.8 | 0.1* | 13.7 | 3.3 | 1.8 |
| | (1.4,2.3) | (3.1,4.6) | (0.0,0.3) | (10.9,17.0) | (2.8,3.9) | (1.2,2.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 44.3**
*Expected Time Until Actual Promotion to Higher Grade: By Retirement/Separation*

44. If you were to stay on active duty, when would you expect to actually receive your next promotion to a higher grade?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 38 | 81 | 21 | 126 | 16 | 155 |
| Responding on Item | 3,849 | 17,889 | 4,525 | 23,507 | 6,420 | 30,036 |
| Less than 3 months | 3.0 | 20.7 | 3.6 | 23.5 | 3.3* | 20.0 |
| | (1.7,5.1) | (18.0,23.5) | (2.0,6.1) | (21.8,25.4) | (1.7,6.1) | (18.3,21.7) |
| 3 months to less than 7 months | 2.4 | 19.7 | 3.3 | 24.4 | 3.4 | 21.6 |
| | (1.5,3.8) | (17.8,21.7) | (2.1,5.3) | (22.6,26.4) | (2.3,4.8) | (20.1,23.0) |
| 7 months to less than 1 year | 9.5 | 14.6 | 7.7 | 14.1 | 9.1 | 14.7 |
| | (6.8,13.0) | (13.0,16.4) | (6.1,9.6) | (12.6,15.6) | (7.0,11.8) | (13.8,15.7) |
| 1 year to less than 2 years | 23.2 | 16.4 | 26.1 | 14.9 | 22.7 | 17.2 |
| | (19.2,27.9) | (14.8,18.2) | (22.5,30.0) | (13.5,16.5) | (19.4,26.4) | (16.0,18.5) |
| 2 years or more | 26.7 | 21.9 | 28.3 | 17.6 | 27.0 | 22.0 |
| | (22.6,31.3) | (20.3,23.7) | (25.2,31.7) | (16.2,19.2) | (23.4,31.0) | (20.7,23.5) |
| Does not apply, I would not expect a promotion | 24.7 | 4.7 | 19.1 | 4.3 | 22.9 | 3.4 |
| | (22.0,27.7) | (3.8,6.0) | (15.3,23.7) | (3.2,5.7) | (19.9,26.2) | (2.9,4.0) |
| Does not apply, I would have no opportunities for promotion | 10.4 | 2.0 | 11.9 | 1.2 | 11.6 | 1.2 |
| | (7.6,14.1) | (1.2,3.1) | (9.1,15.4) | (0.9,1.5) | (8.1,16.3) | (0.8,1.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 45.1**

*Likelihood of Joining National Guard or Reserve After Active Duty: By Service*

45. How likely is it that you will join the National Guard or Reserve after separation (or continue if you are a Reservist in a full-time active duty program)?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable Not Responding on Item | 429 | 429 | 248 | 103 | 41 | 36 | 0 |
| Responding on Item | 86,449 | 85,563 | 37,114 | 19,329 | 11,397 | 17,724 | 886 |
| Very likely | 19.4 | 19.5 | 28.2 | 11.6 | 9.0 | 16.5 | 17.3 |
| | (18.5,20.5) | (18.5,20.5) | (26.4,30.0) | (10.3,13.0) | (7.9,10.2) | (14.1,19.3) | (9.9,28.4) |
| Likely | 11.0 | 10.9 | 9.4 | 15.6 | 13.5 | 7.4 | 12.3* |
| | (10.0,12.0) | (10.0,11.9) | (8.2,10.9) | (13.1,18.4) | (12.2,15.0) | (6.0,9.2) | (2.7,42.1) |
| Neither likely nor unlikely | 12.5 | 12.6 | 12.3 | 13.1 | 16.4 | 10.0 | 6.2 |
| | (11.9,13.1) | (12.0,13.2) | (11.4,13.3) | (11.8,14.6) | (15.3,17.7) | (8.8,11.4) | (4.3,8.9) |
| Unlikely | 12.8 | 12.9 | 12.2 | 12.8 | 17.5 | 11.4 | 7.4 |
| | (12.0,13.6) | (12.1,13.7) | (10.9,13.6) | (11.7,14.0) | (16.0,19.0) | (9.5,13.6) | (7.2,7.6) |
| Very unlikely | 28.5 | 28.6 | 27.8 | 27.3 | 36.0 | 26.8 | 17.3 |
| | (27.3,29.6) | (27.4,29.8) | (25.7,30.0) | (25.6,29.0) | (33.7,38.5) | (24.1,29.6) | (13.3,22.2) |
| Does not apply, retiring or otherwise ineligible | 15.8 | 15.6 | 10.1 | 19.6 | 7.6 | 27.9 | 39.5 |
| | (15.3,16.4) | (15.0,16.2) | (9.5,10.7) | (17.8,21.6) | (7.2,8.0) | (26.3,29.5) | (35.7,43.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 45.2**
*Likelihood of Joining National Guard or Reserve After Active Duty:  By Paygrade and Gender*

45.  How likely is it that you will join the National Guard or Reserve after separation (or continue if you are a Reservist in a full-time active duty program)?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 249 | 171 | 0 | 10 | 394 | 34 |
| Responding on Item | 46,405 | 28,858 | 5,718 | 5,417 | 73,587 | 12,711 |
| Very likely | 21.9 | 16.5 | 26.5 | 6.9 | 18.7 | 23.6 |
| | (20.3,23.5) | (15.2,17.9) | (23.7,29.6) | (5.1,9.4) | (17.7,19.8) | (21.4,25.8) |
| Likely | 12.1 | 10.0 | 14.1 | 2.6* | 10.7 | 12.7 |
| | (10.7,13.7) | (9.0,11.0) | (11.5,17.1) | (1.4,4.7) | (9.7,11.8) | (11.0,14.6) |
| Neither likely nor unlikely | 15.6 | 9.7 | 10.9 | 2.6* | 12.7 | 11.3 |
| | (14.7,16.6) | (8.8,10.7) | (9.6,12.4) | (1.3,5.0) | (12.1,13.4) | (10.1,12.7) |
| Unlikely | 14.6 | 10.9 | 14.7 | 5.4 | 12.5 | 14.1 |
| | (13.4,16.0) | (10.2,11.7) | (12.6,17.1) | (3.9,7.4) | (11.7,13.4) | (12.3,16.2) |
| Very unlikely | 34.1 | 22.5 | 28.4 | 11.6 | 28.7 | 27.3 |
| | (32.2,36.1) | (21.2,23.9) | (25.4,31.5) | (9.7,13.8) | (27.4,30.0) | (24.9,29.8) |
| Does not apply, retiring or otherwise ineligible | 1.6 | 30.5 | 5.4* | 70.9 | 16.7 | 11.1 |
| | (1.1,2.4) | (29.4,31.5) | (2.7,10.5) | (67.9,73.7) | (16.1,17.3) | (9.5,12.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 45.3**

*Likelihood of Joining National Guard or Reserve After Active Duty: By Retirement/Separation*

45. How likely is it that you will join the National Guard or Reserve after separation (or continue if you are a Reservist in a full-time active duty program)?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 25 | 133 | 36 | 70 | 27 | 102 |
| Responding on Item | 3,862 | 17,837 | 4,510 | 23,563 | 6,409 | 30,089 |
| Very likely | 1.2* | 26.7 | 0.1* | 20.7 | 0.7* | 23.4 |
| | (0.3,3.9) | (24.2,29.4) | (0.0,0.4) | (19.1,22.4) | (0.2,1.7) | (22.2,24.6) |
| Likely | 0.4* | 14.3 | 0.4* | 11.6 | 0.8* | 13.5 |
| | (0.1,1.0) | (12.1,16.8) | (0.1,2.0) | (9.9,13.6) | (0.2,2.7) | (12.6,14.6) |
| Neither likely nor unlikely | 0.9* | 13.0 | 1.7* | 12.8 | 1.4* | 17.5 |
| | (0.4,2.1) | (11.4,14.8) | (0.7,3.6) | (10.8,15.1) | (0.6,2.8) | (16.3,18.8) |
| Unlikely | 5.7 | 11.4 | 4.5 | 16.2 | 3.3 | 15.2 |
| | (3.9,8.4) | (9.8,13.1) | (2.9,6.9) | (14.6,17.9) | (2.0,5.2) | (14.1,16.4) |
| Very unlikely | 8.0 | 32.9 | 7.3 | 37.3 | 6.8 | 29.3 |
| | (5.7,11.1) | (30.7,35.1) | (4.8,10.9) | (35.2,39.4) | (5.3,8.7) | (27.4,31.2) |
| Does not apply, retiring or otherwise ineligible | 83.9 | 1.8* | 86.1 | 1.4 | 87.2 | 1.1 |
| | (79.9,87.2) | (1.0,3.3) | (81.4,89.7) | (1.0,2.1) | (84.1,89.7) | (0.7,1.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 46.1**
*Reason for Entering National Guard/Reserve Upon Leaving Active Duty: By Service*

46. Why do you plan to enter the National Guard/Reserve upon leaving active duty?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 60,169 | 59,546 | 23,156 | 14,080 | 8,831 | 13,479 | 623 |
| Not Responding on Item | 440 | 440 | 177 | 148 | 37 | 79 | 0 |
| Responding on Item | 26,269 | 26,006 | 14,030 | 5,204 | 2,571 | 4,202 | 263 |
| I want to join others I know in the National Guard/Reserve | 4.2 (3.5,5.2) | 4.3 (3.5,5.2) | 4.1 (3.1,5.5) | 2.3* (1.1,4.9) | 7.4 (4.5,12.0) | 5.2 (3.4,7.8) | NR (N/A,N/A) |
| I want/need the extra income | 41.5 (38.9,44.1) | 41.4 (38.8,44.0) | 40.1 (35.9,44.3) | 45.1 (40.1,50.2) | 43.2 (38.5,48.1) | 40.0 (35.5,44.8) | NR (NR,NR) |
| To complete my military service obligation | 32.2 (30.6,33.9) | 32.2 (30.6,33.9) | 42.6 (40.2,45.0) | 25.0 (22.3,28.0) | 10.4 (8.8,12.4) | 19.8 (16.7,23.4) | NR (NR,NR) |
| To continue to serve my country | 32.6 (30.9,34.3) | 32.5 (30.8,34.2) | 28.2 (26.0,30.6) | 28.4 (25.3,31.7) | 46.7 (42.3,51.3) | 43.0 (37.1,49.2) | NR (NR,NR) |
| To learn new job skills | 17.5 (16.3,18.8) | 17.6 (16.4,18.9) | 18.0 (16.2,20.0) | 13.5 (11.4,16.0) | 20.0 (16.8,23.7) | 19.9 (17.0,23.2) | NR (NR,NR) |
| For educational benefits | 45.3 (43.2,47.5) | 45.6 (43.4,47.8) | 54.7 (51.4,57.9) | 30.5 (27.6,33.6) | 32.7 (29.8,35.8) | 41.7 (37.5,46.1) | NR (NR,NR) |
| For promotion opportunities | 17.1 (15.6,18.8) | 17.2 (15.7,18.8) | 16.7 (14.5,19.3) | 17.4 (15.3,19.8) | 19.0 (16.0,22.4) | 17.3 (13.2,22.2) | NR (NR,NR) |
| For retirement benefits | 29.9 (28.6,31.3) | 29.8 (28.5,31.2) | 21.3 (20.0,22.6) | 40.8 (36.6,45.1) | 30.3 (25.4,35.7) | 44.5 (41.5,47.5) | NR (NR,NR) |

* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 46.1 (continued)**
*Reason for Entering National Guard/Reserve Upon Leaving Active Duty: By Service*

46. Why do you plan to enter the National Guard/Reserve upon leaving active duty?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 60,169 | 59,546 | 23,156 | 14,080 | 8,831 | 13,479 | 623 |
| Not Responding on Item | 440 | 440 | 177 | 148 | 37 | 79 | 0 |
| Responding on Item | 26,269 | 26,006 | 14,030 | 5,204 | 2,571 | 4,202 | 263 |
| For travel/"get away" opportunities | 16.9 | 16.9 | 10.8 | 25.2 | 18.8 | 26.0 | NR |
| | (15.3,18.6) | (15.4,18.6) | (8.8,13.2) | (22.9,27.7) | (15.4,22.8) | (20.4,32.6) | (NR,NR) |
| For the challenge of military training | 8.4 | 8.5 | 8.1 | 5.5 | 17.8 | 7.7 | NR |
| | (7.6,9.3) | (7.7,9.3) | (7.1,9.2) | (4.0,7.6) | (16.0,19.9) | (5.3,11.1) | (NR,NR) |
| For the opportunity to use military equipment | 5.7 | 5.8 | 5.0 | 5.8 | 11.5 | 4.9 | NR |
| | (5.1,6.5) | (5.1,6.5) | (4.4,5.6) | (3.9,8.4) | (9.5,13.9) | (2.8,8.6) | (NR,NR) |
| For the amount of enjoyment from the military job | 11.1 | 11.0 | 9.6 | 8.2 | 20.6 | 13.6 | NR |
| | (10.1,12.2) | (10.0,12.1) | (8.6,10.6) | (5.7,11.6) | (17.9,23.7) | (10.2,18.0) | (NR,NR) |
| Just enjoy the National Guard/Reserve | 6.6 | 6.5 | 7.4 | 3.6 | 6.5 | 7.2 | NR |
| | (5.9,7.3) | (5.8,7.3) | (6.6,8.3) | (2.5,5.0) | (5.0,8.4) | (5.0,10.3) | (NR,NR) |
| Other | 6.1 | 6.1 | 5.6 | 3.9 | 10.1 | 8.3 | NR |
| | (5.4,7.0) | (5.4,6.9) | (4.5,6.9) | (2.9,5.3) | (7.8,12.9) | (6.9,10.0) | (NR,NR) |
| None of the above | 1.3 | 1.3 | 1.5 | 0.9* | 1.1* | 1.2* | NR |
| | (1.0,1.7) | (1.0,1.7) | (1.1,2.2) | (0.5,1.6) | (0.6,2.1) | (0.5,3.0) | (N/A,N/A) |

\* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 46.2**
*Reason for Entering National Guard/Reserve Upon Leaving Active Duty: By Paygrade and Gender*

46. Why do you plan to enter the National Guard/Reserve upon leaving active duty?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 30,631 | 21,223 | 3,396 | 4,901 | 51,941 | 8,106 |
| Not Responding on Item | 222 | 197 | 12 | 10 | 403 | 37 |
| Responding on Item | 15,800 | 7,609 | 2,310 | 517 | 21,637 | 4,602 |
| I want to join others I know in the National Guard/Reserve | 4.2 | 3.6 | 6.0 | 6.2* | 4.8 | 1.6 |
| | (3.1,5.6) | (2.8,4.6) | (3.5,10.0) | (2.7,13.8) | (3.9,5.9) | (1.0,2.7) |
| I want/need the extra income | 45.2 | 35.7 | 34.9 | 40.4 | 41.0 | 43.6 |
| | (41.4,49.1) | (33.0,38.6) | (30.4,39.7) | (23.3,60.1) | (38.1,44.0) | (39.8,47.4) |
| To complete my military service obligation | 36.8 | 25.9 | 26.4 | 13.8 | 31.6 | 35.6 |
| | (34.5,39.2) | (23.6,28.4) | (22.5,30.8) | (7.6,23.6) | (29.6,33.7) | (32.5,38.9) |
| To continue to serve my country | 25.8 | 34.5 | 67.4 | 56.7 | 33.9 | 26.1 |
| | (23.6,28.0) | (31.2,38.1) | (63.5,71.1) | (37.4,74.2) | (31.9,36.0) | (22.7,29.8) |
| To learn new job skills | 20.7 | 15.9 | 5.1* | 1.7* | 17.6 | 17.2 |
| | (18.8,22.7) | (14.0,17.9) | (2.7,9.7) | (0.5,5.2) | (16.2,19.1) | (14.6,20.1) |
| For educational benefits | 56.3 | 37.4 | 7.1 | 0.5* | 45.1 | 46.5 |
| | (53.3,59.3) | (35.6,39.2) | (5.3,9.6) | (0.1,3.0) | (42.5,47.6) | (42.4,50.7) |
| For promotion opportunities | 17.6 | 17.5 | 13.3 | 16.4* | 16.8 | 18.6 |
| | (15.5,19.9) | (15.2,20.0) | (9.7,17.9) | (7.7,31.7) | (15.1,18.7) | (16.2,21.2) |
| For retirement benefits | 16.3 | 51.4 | 43.0 | 73.4 | 30.5 | 27.0 |
| | (15.0,17.8) | (48.4,54.3) | (38.8,47.3) | (62.1,82.4) | (29.0,32.0) | (23.6,30.7) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 46.2 (continued)**
*Reason for Entering National Guard/Reserve Upon Leaving Active Duty:  By Paygrade and Gender*

46.  Why do you plan to enter the National Guard/Reserve upon leaving active duty?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 30,631 | 21,223 | 3,396 | 4,901 | 51,941 | 8,106 |
| Not Responding on Item | 222 | 197 | 12 | 10 | 403 | 37 |
| Responding on Item | 15,800 | 7,609 | 2,310 | 517 | 21,637 | 4,602 |
| For travel/"get away" opportunities | 17.8 | 16.3 | 14.8 | 8.9* | 15.7 | 22.0 |
| | *(15.6,20.2)* | *(14.2,18.7)* | *(11.2,19.5)* | *(3.4,21.2)* | *(14.0,17.7)* | *(18.3,26.3)* |
| For the challenge of military training | 8.0 | 7.2 | 15.3 | 10.0* | 8.8 | 6.6 |
| | *(6.9,9.2)* | *(6.2,8.5)* | *(11.6,19.9)* | *(4.6,20.6)* | *(8.0,9.6)* | *(4.5,9.5)* |
| For the opportunity to use military equipment | 6.0 | 4.5 | 6.5 | 13.7 | 6.5 | 2.5 |
| | *(5.2,6.9)* | *(3.5,5.7)* | *(3.7,11.2)* | *(8.0,22.3)* | *(5.6,7.4)* | *(1.5,4.0)* |
| For the amount of enjoyment from the military job | 8.6 | 10.1 | 26.5 | 33.0 | 11.3 | 10.2 |
| | *(7.5,9.9)* | *(8.7,11.8)* | *(21.3,32.4)* | *(25.2,41.9)* | *(10.2,12.5)* | *(8.1,12.8)* |
| Just enjoy the National Guard/Reserve | 7.6 | 4.7 | 5.4 | 8.9* | 6.7 | 6.1 |
| | *(6.7,8.5)* | *(3.7,6.1)* | *(4.1,7.1)* | *(3.4,21.3)* | *(6.0,7.5)* | *(4.2,8.7)* |
| Other | 5.6 | 6.9 | 7.4 | 6.7* | 6.2 | 5.9 |
| | *(4.6,6.8)* | *(5.8,8.2)* | *(6.1,8.9)* | *(3.7,11.9)* | *(5.3,7.1)* | *(4.4,7.9)* |
| None of the above | 1.6 | 1.1 | 0.0 | 0.0 | 1.4 | 0.9* |
| | *(1.2,2.3)* | *(0.6,1.9)* | *(N/A,N/A)* | *(N/A,N/A)* | *(1.0,1.9)* | *(0.3,2.5)* |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 46.3**
*Reason for Entering National Guard/Reserve Upon Leaving Active Duty:  By Retirement/Separation*

46.  Why do you plan to enter the National Guard/Reserve upon leaving active duty?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,804 | 10,525 | 4,486 | 15,957 | 6,318 | 18,976 |
| Not Responding on Item | 23 | 110 | 38 | 95 | 32 | 97 |
| Responding on Item | 60 | 7,335 | 22 | 7,581 | 86 | 11,118 |
| I want to join others I know in the National Guard/Reserve | NR *(N/A,N/A)* | 3.7 *(2.9,4.8)* | NR *(N/A,N/A)* | 4.1 *(3.1,5.5)* | NR *(N/A,N/A)* | 4.7 *(3.4,6.4)* |
| I want/need the extra income | NR *(NR,NR)* | 35.1 *(31.5,38.9)* | NR *(N/A,N/A)* | 45.2 *(40.7,49.8)* | NR *(N/A,N/A)* | 43.8 *(40.7,46.9)* |
| To complete my military service obligation | NR *(NR,NR)* | 30.3 *(26.2,34.8)* | NR *(N/A,N/A)* | 35.5 *(31.9,39.3)* | NR *(NR,NR)* | 31.4 *(28.9,34.1)* |
| To continue to serve my country | NR *(NR,NR)* | 39.9 *(36.4,43.5)* | NR *(N/A,N/A)* | 24.2 *(20.2,28.7)* | NR *(NR,NR)* | 33.6 *(31.3,35.9)* |
| To learn new job skills | NR *(NR,NR)* | 16.1 *(13.8,18.7)* | NR *(N/A,N/A)* | 18.4 *(15.7,21.5)* | NR *(N/A,N/A)* | 17.6 *(15.9,19.4)* |
| For educational benefits | NR *(NR,NR)* | 37.6 *(33.6,41.7)* | NR *(NR,NR)* | 54.0 *(50.5,57.5)* | NR *(N/A,N/A)* | 44.9 *(42.0,47.7)* |
| For promotion opportunities | NR *(N/A,N/A)* | 18.8 *(16.4,21.4)* | NR *(N/A,N/A)* | 16.0 *(13.6,18.6)* | NR *(N/A,N/A)* | 17.0 *(15.1,19.1)* |
| For retirement benefits | NR *(NR,NR)* | 41.5 *(38.0,45.2)* | NR *(N/A,N/A)* | 20.8 *(18.6,23.1)* | NR *(N/A,N/A)* | 28.9 *(26.3,31.7)* |

\* Low precision and/or unweighted denominator size between 30 and 59.  NR:  Unweighted denominator size less than 30.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.
† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 46.3 (continued)**
*Reason for Entering National Guard/Reserve Upon Leaving Active Duty: By Retirement/Separation*

46. Why do you plan to enter the National Guard/Reserve upon leaving active duty?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,804 | 10,525 | 4,486 | 15,957 | 6,318 | 18,976 |
| Not Responding on Item | 23 | 110 | 38 | 95 | 32 | 97 |
| Responding on Item | 60 | 7,335 | 22 | 7,581 | 86 | 11,118 |
| For travel/"get away" opportunities | NR | 15.8 | NR | 18.0 | NR | 17.2 |
| | (N/A,N/A) | (13.3,18.8) | (N/A,N/A) | (15.5,20.7) | (N/A,N/A) | (14.9,19.6) |
| For the challenge of military training | NR | 10.7 | NR | 6.9 | NR | 8.1 |
| | (N/A,N/A) | (8.6,13.1) | (N/A,N/A) | (5.1,9.2) | (N/A,N/A) | (6.7,9.7) |
| For the opportunity to use military equipment | NR | 5.2 | NR | 5.9 | NR | 6.1 |
| | (N/A,N/A) | (3.9,7.0) | (N/A,N/A) | (4.7,7.3) | (N/A,N/A) | (5.0,7.4) |
| For the amount of enjoyment from the military job | NR | 12.5 | NR | 8.3 | NR | 12.1 |
| | (N/A,N/A) | (10.3,15.1) | (N/A,N/A) | (6.8,10.1) | (NR,NR) | (10.6,13.8) |
| Just enjoy the National Guard/Reserve | NR | 6.8 | NR | 6.7 | NR | 6.5 |
| | (N/A,N/A) | (5.2,8.8) | (N/A,N/A) | (5.3,8.4) | (N/A,N/A) | (5.6,7.6) |
| Other | NR | 7.4 | NR | 5.4 | NR | 6.0 |
| | (N/A,N/A) | (5.9,9.3) | (N/A,N/A) | (3.9,7.4) | (N/A,N/A) | (5.0,7.1) |
| None of the above | NR | 1.3* | NR | 0.8* | NR | 1.4* |
| | (NR,NR) | (0.5,3.6) | (NR,NR) | (0.3,2.0) | (NR,NR) | (0.7,2.8) |

* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 47.1**

*Planning to Become Member of Full-Time Active Duty National Guard or Reserve Program:  By Service*

47.  Do you plan to become a member of a full-time active duty National Guard or Reserve program?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 60,169 | 59,546 | 23,156 | 14,080 | 8,831 | 13,479 | 623 |
| Not Responding on Item | 743 | 743 | 341 | 220 | 56 | 126 | 0 |
| Responding on Item | 25,965 | 25,703 | 13,865 | 5,132 | 2,551 | 4,155 | 263 |
| No | 66.0 | 66.3 | 68.2 | 58.0 | 63.3 | 71.9 | NR |
| | (64.4,67.6) | (64.7,67.9) | (66.4,70.0) | (52.5,63.3) | (59.1,67.3) | (67.4,75.9) | (NR,NR) |
| Yes | 34.0 | 33.7 | 31.8 | 42.0 | 36.7 | 28.1 | NR |
| | (32.4,35.6) | (32.1,35.3) | (30.0,33.6) | (36.7,47.5) | (32.7,40.9) | (24.1,32.6) | (NR,NR) |

NR:  Unweighted denominator size less than 30.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 47.2**
*Planning to Become Member of Full-Time Active Duty National Guard or Reserve Program: By Paygrade and Gender*

47. Do you plan to become a member of a full-time active duty National Guard or Reserve program?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable† | 30,631 | 21,223 | 3,396 | 4,901 | 51,941 | 8,106 |
| Not Responding on Item | 458 | 241 | 30 | 15 | 661 | 81 |
| Responding on Item | 15,565 | 7,565 | 2,292 | 512 | 21,379 | 4,558 |
| No | 65.7 | 61.7 | 77.7 | 85.5 | 67.2 | 59.8 |
| | *(63.5,67.7)* | *(58.8,64.5)* | *(72.8,81.9)* | *(77.9,90.8)* | *(65.5,69.0)* | *(56.0,63.4)* |
| Yes | 34.3 | 38.3 | 22.3 | 14.5 | 32.8 | 40.2 |
| | *(32.3,36.5)* | *(35.5,41.2)* | *(18.1,27.2)* | *(9.2,22.1)* | *(31.0,34.5)* | *(36.6,44.0)* |

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 47.3**
*Planning to Become Member of Full-Time Active Duty National Guard or Reserve Program:  By Retirement/Separation*

47.  Do you plan to become a member of a full-time active duty National Guard or Reserve program?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,804 | 10,525 | 4,486 | 15,957 | 6,318 | 18,976 |
| Not Responding on Item | 19 | 231 | 36 | 156 | 32 | 230 |
| Responding on Item | 64 | 7,215 | 24 | 7,520 | 86 | 10,985 |
| No | NR | 62.5 | NR | 67.4 | NR | 67.4 |
| | (NR,NR) | (58.8,66.0) | (NR,NR) | (64.0,70.6) | (NR,NR) | (64.9,69.8) |
| Yes | NR | 37.5 | NR | 32.6 | NR | 32.6 |
| | (NR,NR) | (34.0,41.2) | (NR,NR) | (29.4,36.0) | (NR,NR) | (30.2,35.1) |

NR:  Unweighted denominator size less than 30.
† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 48.1**
*National Guard/Reserve Component Member Plans to Join: By Service*

48. Which National Guard/Reserve component do you plan to join?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 60,169 | 59,546 | 23,156 | 14,080 | 8,831 | 13,479 | 623 |
| Not Responding on Item | 798 | 798 | 309 | 232 | 111 | 146 | 0 |
| Responding on Item | 25,911 | 25,648 | 13,897 | 5,120 | 2,496 | 4,134 | 263 |
| Army National Guard (ARNG) | 39.1 | 39.5 | 68.9 | 3.2 | 10.7 | 3.0* | NR |
| | (37.0,41.2) | (37.4,41.6) | (66.8,70.8) | (2.2,4.5) | (7.8,14.5) | (1.6,5.7) | (N/A,N/A) |
| Army Reserve (USAR) | 13.1 | 13.3 | 23.5 | 1.3* | 2.3* | 0.3* | NR |
| | (11.9,14.4) | (12.1,14.6) | (21.6,25.6) | (0.7,2.4) | (1.2,4.3) | (0.1,1.6) | (N/A,N/A) |
| Naval Reserve (USNR) | 15.7 | 15.8 | 0.5* | 77.4 | 0.7* | 0.3* | NR |
| | (14.1,17.4) | (14.2,17.6) | (0.2,1.5) | (73.9,80.5) | (0.2,2.5) | (0.1,1.6) | (N/A,N/A) |
| Marine Corps Reserve (USMCR) | 7.0 | 7.1 | 0.1* | 0.2* | 71.0 | 0.6* | NR |
| | (6.2,7.9) | (6.3,8.0) | (0.1,0.3) | (0.1,0.7) | (65.7,75.8) | (0.1,3.3) | (N/A,N/A) |
| Air National Guard (ANG) | 8.2 | 8.2 | 1.0 | 3.9 | 2.8 | 41.1 | NR |
| | (7.4,9.1) | (7.4,9.1) | (0.8,1.3) | (2.4,6.0) | (1.6,5.0) | (37.3,45.0) | (NR,NR) |
| Air Force Reserve (USAFR) | 8.6 | 8.6 | 0.5 | 3.0 | 1.5 | 47.2 | NR |
| | (7.8,9.5) | (7.8,9.5) | (0.3,0.8) | (1.7,5.4) | (0.9,2.3) | (43.2,51.2) | (NR,NR) |
| Coast Guard Reserve (USCGR) | 1.2 | 0.4* | 0.1* | 1.4* | 0.6* | 0.0 | NR |
| | (0.9,1.7) | (0.1,1.0) | (0.0,0.2) | (0.4,4.5) | (0.2,1.7) | (N/A,N/A) | (NR,NR) |
| Don't know/Not sure | 7.0 | 7.1 | 5.4 | 9.7 | 10.4 | 7.6 | NR |
| | (6.2,7.9) | (6.3,8.0) | (4.5,6.6) | (7.7,12.2) | (8.3,13.0) | (5.5,10.4) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.  NR:  Unweighted denominator size less than 30.
† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 48.2**
*National Guard/Reserve Component Member Plans to Join: By Paygrade and Gender*

48. Which National Guard/Reserve component do you plan to join?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 30,631 | 21,223 | 3,396 | 4,901 | 51,941 | 8,106 |
| Not Responding on Item | 452 | 310 | 25 | 12 | 676 | 121 |
| Responding on Item | 15,571 | 7,496 | 2,298 | 514 | 21,364 | 4,518 |
| Army National Guard (ARNG) | 48.5 | 28.0 | 19.0 | 2.7 | 43.0 | 20.7 |
| | (45.4,51.6) | (25.8,30.4) | (15.5,23.1) | (1.8,4.1) | (40.4,45.5) | (18.3,23.3) |
| Army Reserve (USAR) | 11.4 | 17.2 | 11.3 | 16.8 | 11.2 | 22.5 |
| | (9.6,13.4) | (15.3,19.3) | (9.5,13.4) | (9.8,27.4) | (9.9,12.6) | (19.7,25.6) |
| Naval Reserve (USNR) | 11.2 | 21.5 | 24.1 | 27.0 | 15.5 | 16.4 |
| | (9.3,13.4) | (18.8,24.6) | (20.5,28.2) | (14.8,44.2) | (13.4,17.9) | (13.5,19.7) |
| Marine Corps Reserve (USMCR) | 5.5 | 9.0 | 9.4 | 14.0* | 7.9 | 2.9 |
| | (4.8,6.3) | (7.6,10.5) | (8.4,10.5) | (3.9,39.1) | (7.0,8.9) | (2.0,4.0) |
| Air National Guard (ANG) | 8.4 | 7.3 | 9.6 | 10.4 | 7.5 | 11.5 |
| | (7.3,9.6) | (6.2,8.7) | (5.8,15.3) | (8.0,13.5) | (6.6,8.6) | (9.7,13.7) |
| Air Force Reserve (USAFR) | 6.5 | 8.3 | 20.2 | 27.3 | 7.1 | 15.6 |
| | (5.5,7.6) | (7.0,9.8) | (15.6,25.7) | (20.0,36.1) | (6.1,8.3) | (14.1,17.3) |
| Coast Guard Reserve (USCGR) | 1.2* | 1.2* | 2.0* | 0.0 | 1.3 | 0.8* |
| | (0.6,2.2) | (0.6,2.4) | (0.8,4.9) | (N/A,N/A) | (0.8,2.0) | (0.4,1.5) |
| Don't know/Not sure | 7.4 | 7.5 | 4.3 | 1.7* | 6.5 | 9.6 |
| | (6.3,8.7) | (6.0,9.3) | (3.1,6.1) | (0.3,9.1) | (5.6,7.5) | (7.6,12.1) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 48.3**
*National Guard/Reserve Component Member Plans to Join: By Retirement/Separation*

48. Which National Guard/Reserve component do you plan to join?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,804 | 10,525 | 4,486 | 15,957 | 6,318 | 18,976 |
| Not Responding on Item | 19 | 222 | 41 | 180 | 39 | 256 |
| Responding on Item | 64 | 7,224 | 19 | 7,495 | 79 | 10,958 |
| Army National Guard (ARNG) | NR | 34.2 | NR | 47.9 | NR | 36.5 |
| | *(NR,NR)* | *(29.5,39.3)* | *(NR,NR)* | *(43.7,52.2)* | *(NR,NR)* | *(33.6,39.5)* |
| Army Reserve (USAR) | NR | 15.0 | NR | 13.3 | NR | 11.7 |
| | *(N/A,N/A)* | *(12.9,17.3)* | *(N/A,N/A)* | *(10.8,16.2)* | *(N/A,N/A)* | *(10.0,13.6)* |
| Naval Reserve (USNR) | NR | 15.7 | NR | 15.1 | NR | 15.9 |
| | *(N/A,N/A)* | *(12.4,19.6)* | *(N/A,N/A)* | *(12.6,18.0)* | *(NR,NR)* | *(14.0,18.0)* |
| Marine Corps Reserve (USMCR) | NR | 5.5 | NR | 5.8 | NR | 9.0 |
| | *(NR,NR)* | *(4.4,7.0)* | *(N/A,N/A)* | *(4.8,7.0)* | *(N/A,N/A)* | *(7.5,10.7)* |
| Air National Guard (ANG) | NR | 9.6 | NR | 6.8 | NR | 8.4 |
| | *(NR,NR)* | *(7.7,11.9)* | *(N/A,N/A)* | *(5.1,9.0)* | *(N/A,N/A)* | *(6.9,10.3)* |
| Air Force Reserve (USAFR) | NR | 11.3 | NR | 5.3 | NR | 9.3 |
| | *(N/A,N/A)* | *(9.4,13.5)* | *(N/A,N/A)* | *(3.9,7.3)* | *(N/A,N/A)* | *(7.9,10.9)* |
| Coast Guard Reserve (USCGR) | NR | 1.4* | NR | 0.8* | NR | 1.4 |
| | *(N/A,N/A)* | *(0.5,3.9)* | *(N/A,N/A)* | *(0.3,2.3)* | *(N/A,N/A)* | *(0.8,2.5)* |
| Don't know/Not sure | NR | 7.4 | NR | 4.9 | NR | 7.8 |
| | *(NR,NR)* | *(5.7,9.4)* | *(NR,NR)* | *(3.8,6.3)* | *(NR,NR)* | *(6.4,9.5)* |

* Low precision and/or unweighted denominator size between 30 and 59.  NR:  Unweighted denominator size less than 30.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 49.1**
*Reasons for Choosing Particular National Guard/Reserve Component: By Service*

49. Why did you choose to enter this particular National Guard/Reserve component?

*If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 60,169 | 59,546 | 23,156 | 14,080 | 8,831 | 13,479 | 623 |
| Not Responding on Item | 908 | 908 | 464 | 263 | 70 | 110 | 0 |
| Responding on Item | 25,801 | 25,538 | 13,742 | 5,089 | 2,537 | 4,170 | 263 |
| I know/have known others in this component | 16.0 | 15.9 | 14.4 | 16.4 | 17.7 | 19.0 | NR |
| | (14.6,17.5) | (14.5,17.4) | (12.4,16.7) | (13.9,19.2) | (15.1,20.5) | (15.6,23.1) | (NR,NR) |
| I don't think I will be able to enter my first choice component | 2.0 | 2.0 | 2.6 | 1.8* | 1.0* | 0.6* | NR |
| | (1.6,2.4) | (1.6,2.4) | (2.1,3.3) | (0.9,3.5) | (0.4,2.5) | (0.3,1.2) | (N/A,N/A) |
| I've always wanted to be a part of this component | 4.8 | 4.7 | 5.2 | 4.7 | 7.4 | 1.7* | NR |
| | (4.0,5.7) | (4.0,5.6) | (4.1,6.5) | (3.2,7.0) | (5.3,10.3) | (0.7,4.3) | (NR,NR) |
| Desirable geographic location of unit | 40.0 | 40.0 | 43.1 | 22.9 | 36.3 | 52.9 | NR |
| | (37.8,42.3) | (37.7,42.3) | (39.9,46.4) | (18.9,27.3) | (30.0,43.0) | (48.0,57.7) | (NR,NR) |
| Opportunities to use my MOS/Rating/Designator/AFSC Skills | 22.9 | 22.8 | 17.2 | 30.2 | 21.7 | 33.0 | NR |
| | (21.5,24.5) | (21.3,24.3) | (15.3,19.2) | (25.4,35.4) | (18.4,25.5) | (30.5,35.7) | (NR,NR) |
| Opportunities for training | 19.6 | 19.6 | 19.0 | 21.1 | 22.2 | 18.5 | NR |
| | (18.3,20.9) | (18.4,21.0) | (17.4,20.7) | (18.6,23.9) | (18.5,26.4) | (14.6,23.1) | (NR,NR) |
| Opportunities for promotion | 18.5 | 18.4 | 17.0 | 19.7 | 25.5 | 17.1 | NR |
| | (17.2,19.8) | (17.1,19.7) | (15.4,18.7) | (16.5,23.2) | (21.4,30.1) | (14.1,20.6) | (NR,NR) |
| Opportunities for leadership | 14.5 | 14.5 | 15.2 | 10.5 | 23.3 | 11.8 | NR |
| | (13.3,15.7) | (13.3,15.7) | (13.7,16.8) | (8.2,13.2) | (19.5,27.6) | (9.1,15.1) | (NR,NR) |

* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 49.1 (continued)**
*Reasons for Choosing Particular National Guard/Reserve Component: By Service*

49. Why did you choose to enter this particular National Guard/Reserve component?

*If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 60,169 | 59,546 | 23,156 | 14,080 | 8,831 | 13,479 | 623 |
| Not Responding on Item | 908 | 908 | 464 | 263 | 70 | 110 | 0 |
| Responding on Item | 25,801 | 25,538 | 13,742 | 5,089 | 2,537 | 4,170 | 263 |
| Other | 8.9 | 8.9 | 9.4 | 6.3 | 12.0 | 8.4 | NR |
| | (7.8,10.1) | (7.8,10.1) | (7.8,11.2) | (4.4,9.0) | (10.1,14.3) | (6.0,11.7) | (NR,NR) |
| None of the above | 12.9 | 12.9 | 13.0 | 14.9 | 12.8 | 10.0 | NR |
| | (11.7,14.2) | (11.7,14.2) | (11.5,14.7) | (12.2,18.1) | (9.9,16.4) | (7.2,13.6) | (NR,NR) |

\* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 49.2**
*Reasons for Choosing Particular National Guard/Reserve Component: By Paygrade and Gender*

49. Why did you choose to enter this particular National Guard/Reserve component?

*If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 30,631 | 21,223 | 3,396 | 4,901 | 51,941 | 8,106 |
| Not Responding on Item | 528 | 327 | 41 | 12 | 773 | 135 |
| Responding on Item | 15,494 | 7,479 | 2,281 | 514 | 21,267 | 4,505 |
| I know/have known others in this component | 15.4 | 14.6 | 20.2 | 38.0 | 16.3 | 14.6 |
| | (13.5,17.5) | (12.9,16.4) | (16.2,24.8) | (26.5,51.1) | (14.6,18.0) | (11.8,18.0) |
| I don't think I will be able to enter my first choice component | 2.6 | 1.2 | 0.4* | 0.0 | 1.8 | 2.8 |
| | (2.0,3.3) | (0.8,1.9) | (0.1,2.1) | (N/A,N/A) | (1.4,2.2) | (1.7,4.5) |
| I've always wanted to be a part of this component | 5.9 | 2.5 | 4.9 | 4.2* | 5.0 | 3.9 |
| | (4.7,7.3) | (1.9,3.4) | (2.8,8.3) | (1.6,10.7) | (4.1,6.0) | (2.6,5.8) |
| Desirable geographic location of unit | 25.8 | 34.5 | 67.4 | 56.7 | 41.4 | 33.5 |
| | (23.6,28.0) | (31.2,38.1) | (63.5,71.1) | (37.4,74.2) | (38.8,44.0) | (29.8,37.5) |
| Opportunities to use my MOS/Rating/Designator/AFSC Skills | 16.3 | 29.3 | 38.7 | 60.5 | 23.0 | 22.5 |
| | (14.4,18.4) | (27.3,31.4) | (34.3,43.3) | (51.8,68.6) | (21.3,24.8) | (19.5,25.8) |
| Opportunities for training | 19.9 | 20.9 | 16.1 | 7.1* | 19.3 | 20.7 |
| | (18.2,21.7) | (18.8,23.1) | (13.6,18.9) | (3.1,15.5) | (17.8,20.8) | (18.1,23.7) |
| Opportunities for promotion | 16.9 | 22.2 | 17.3 | 15.2* | 18.3 | 19.1 |
| | (15.3,18.7) | (19.9,24.8) | (13.2,22.5) | (8.2,26.6) | (16.8,19.9) | (16.5,21.9) |
| Opportunities for leadership | 13.5 | 15.0 | 20.3 | 10.9 | 15.2 | 10.8 |
| | (12.1,15.2) | (12.9,17.2) | (16.2,25.0) | (6.7,17.4) | (13.9,16.6) | (8.3,13.8) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 49.2 (continued)**
*Reasons for Choosing Particular National Guard/Reserve Component: By Paygrade and Gender*

49. Why did you choose to enter this particular National Guard/Reserve component?

*If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 30,631 | 21,223 | 3,396 | 4,901 | 51,941 | 8,106 |
| Not Responding on Item | 528 | 327 | 41 | 12 | 773 | 135 |
| Responding on Item | 15,494 | 7,479 | 2,281 | 514 | 21,267 | 4,505 |
| Other | 8.7 | 9.0 | 8.6 | 15.4 | 8.5 | 10.5 |
| | (7.2,10.5) | (7.4,10.8) | (5.9,12.4) | (11.4,20.4) | (7.3,9.8) | (7.9,13.9) |
| None of the above | 14.6 | 11.5 | 8.0 | 3.2* | 12.0 | 17.4 |
| | (13.0,16.2) | (9.3,14.2) | (6.1,10.3) | (0.9,10.2) | (10.7,13.4) | (14.7,20.5) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 49.3**
*Reasons for Choosing Particular National Guard/Reserve Component: By Retirement/Separation*

49. Why did you choose to enter this particular National Guard/Reserve component?

*If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,804 | 10,525 | 4,486 | 15,957 | 6,318 | 18,976 |
| Not Responding on Item | 25 | 218 | 36 | 246 | 39 | 299 |
| Responding on Item | 59 | 7,227 | 24 | 7,429 | 79 | 10,916 |
| I know/have known others in this component | NR | 16.8 | NR | 15.4 | NR | 16.2 |
| | (N/A,N/A) | (13.6,20.6) | (N/A,N/A) | (12.5,18.8) | (N/A,N/A) | (14.3,18.3) |
| I don't think I will be able to enter my first choice component | NR | 2.0 | NR | 2.3* | NR | 1.7* |
| | (NR,NR) | (1.2,3.5) | (N/A,N/A) | (1.3,4.2) | (N/A,N/A) | (0.9,3.0) |
| I've always wanted to be a part of this component | NR | 4.2 | NR | 5.0 | NR | 5.1 |
| | (N/A,N/A) | (3.2,5.6) | (N/A,N/A) | (3.9,6.2) | (N/A,N/A) | (3.5,7.3) |
| Desirable geographic location of unit | NR | 42.2 | NR | 38.1 | NR | 40.4 |
| | (N/A,N/A) | (38.8,45.7) | (N/A,N/A) | (34.7,41.7) | (NR,NR) | (36.9,43.9) |
| Opportunities to use my MOS/Rating/Designator/AFSC Skills | NR | 24.7 | NR | 19.7 | NR | 23.8 |
| | (N/A,N/A) | (22.5,27.1) | (N/A,N/A) | (17.4,22.3) | (NR,NR) | (21.6,26.1) |
| Opportunities for training | NR | 21.8 | NR | 17.1 | NR | 19.5 |
| | (NR,NR) | (19.0,24.9) | (NR,NR) | (15.0,19.4) | (NR,NR) | (17.6,21.5) |
| Opportunities for promotion | NR | 21.7 | NR | 14.9 | NR | 19.1 |
| | (N/A,N/A) | (17.8,26.2) | (N/A,N/A) | (13.0,17.0) | (N/A,N/A) | (16.8,21.5) |
| Opportunities for leadership | NR | 17.0 | NR | 11.0 | NR | 15.3 |
| | (N/A,N/A) | (14.4,20.1) | (N/A,N/A) | (8.8,13.8) | (N/A,N/A) | (13.3,17.5) |

\* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.
† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 49.3 (continued)**
*Reasons for Choosing Particular National Guard/Reserve Component: By Retirement/Separation*

49. Why did you choose to enter this particular National Guard/Reserve component?

*If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,804 | 10,525 | 4,486 | 15,957 | 6,318 | 18,976 |
| Not Responding on Item | 25 | 218 | 36 | 246 | 39 | 299 |
| Responding on Item | 59 | 7,227 | 24 | 7,429 | 79 | 10,916 |
| Other | NR | 7.7 | NR | 9.2 | NR | 9.5 |
| | *(N/A,N/A)* | *(6.3,9.4)* | *(NR,NR)* | *(7.7,11.0)* | *(N/A,N/A)* | *(8.0,11.4)* |
| None of the above | NR | 13.0 | NR | 12.0 | NR | 13.1 |
| | *(NR,NR)* | *(9.4,17.7)* | *(NR,NR)* | *(10.4,13.9)* | *(NR,NR)* | *(11.2,15.3)* |

* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were neither likely nor unlikely, unlikely, or very unlikely to join (or continue in) the National Guard/Reserve after separation or who are retiring or otherwise ineligible (Q45 = 3, 4, 5, or -6).

**Table 50.1**
*Reasons for Not Joining the National Guard or Reserve:  By Service*

50.  Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 13,688 | 13,338 | 3,740 | 3,793 | 862 | 4,943 | 350 |
| Not Responding on Item | 2,998 | 2,922 | 1,446 | 579 | 351 | 546 | 77 |
| Responding on Item | 70,192 | 69,732 | 32,176 | 15,061 | 10,225 | 12,271 | 459 |
| Does not apply, I do not plan to enter the National Guard/Reserve | 27.0 *(25.8,28.3)* | 27.0 *(25.8,28.3)* | 31.5 *(29.4,33.7)* | 23.9 *(21.9,25.9)* | 19.4 *(17.3,21.8)* | 25.4 *(22.5,28.6)* | 28.6* *(18.2,41.8)* |
| It would interfere with my civilian job | 21.8 *(20.7,22.9)* | 21.8 *(20.7,22.9)* | 19.4 *(17.9,20.9)* | 24.0 *(21.4,26.8)* | 23.5 *(21.0,26.3)* | 23.8 *(21.1,26.8)* | 23.8* *(17.4,31.6)* |
| It would interfere with my family responsibilities | 17.8 *(16.6,19.0)* | 17.8 *(16.6,19.0)* | 16.3 *(14.5,18.4)* | 18.8 *(16.2,21.6)* | 16.8 *(15.1,18.7)* | 21.2 *(18.8,23.7)* | 16.7* *(4.5,46.1)* |
| I applied but was not accepted | 0.6 *(0.4,0.9)* | 0.6 *(0.4,0.8)* | 1.0 *(0.7,1.6)* | 0.2* *(0.0,0.6)* | 0.2* *(0.1,0.6)* | 0.2* *(0.0,1.0)* | 2.4* *(0.4,11.9)* |
| I have no interest in serving in the National Guard/Reserve | 31.9 *(30.6,33.4)* | 31.9 *(30.6,33.4)* | 27.3 *(24.9,29.9)* | 35.3 *(33.3,37.5)* | 41.9 *(39.8,44.0)* | 31.6 *(28.4,34.8)* | 33.3* *(30.3,36.5)* |
| I have already completed my service obligation | 13.3 *(12.5,14.1)* | 13.2 *(12.5,14.0)* | 10.4 *(9.5,11.5)* | 15.8 *(14.2,17.5)* | 16.8 *(15.0,18.7)* | 14.5 *(12.2,17.1)* | 16.7* *(6.4,37.0)* |
| I am not eligible | 1.6 *(1.1,2.1)* | 1.5 *(1.1,2.1)* | 2.2 *(1.6,3.2)* | 0.6* *(0.3,1.2)* | 0.4* *(0.1,0.9)* | 1.9* *(0.9,4.0)* | 2.4* *(0.4,11.9)* |
| Too many mobilizations/activations/call-ups | 13.3 *(12.5,14.0)* | 13.3 *(12.6,14.0)* | 15.1 *(14.3,16.1)* | 9.4 *(8.0,10.9)* | 7.8 *(6.8,8.9)* | 17.8 *(15.2,20.7)* | 11.9* *(4.0,30.4)* |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded that they were retiring or otherwise ineligible to join (or continue in) the National Guard/Reserve after separation (Q45 = -6).

**Table 50.1 (continued)**
*Reasons for Not Joining the National Guard or Reserve: By Service*

50. Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 13,688 | 13,338 | 3,740 | 3,793 | 862 | 4,943 | 350 |
| Not Responding on Item | 2,998 | 2,922 | 1,446 | 579 | 351 | 546 | 77 |
| Responding on Item | 70,192 | 69,732 | 32,176 | 15,061 | 10,225 | 12,271 | 459 |
| Other | 8.1 | 8.1 | 7.4 | 8.1 | 8.1 | 9.7 | 11.9* |
| | *(7.4,8.9)* | *(7.4,8.8)* | *(6.3,8.8)* | *(7.0,9.3)* | *(7.1,9.4)* | *(8.1,11.5)* | *(2.1,46.4)* |
| None of the above | 10.1 | 10.2 | 12.3 | 9.4 | 7.7 | 7.6 | 9.5* |
| | *(9.2,11.2)* | *(9.2,11.3)* | *(10.4,14.5)* | *(8.0,10.9)* | *(6.6,9.0)* | *(6.1,9.3)* | *(3.9,21.4)* |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded that they were retiring or otherwise ineligible to join (or continue in) the National Guard/Reserve after separation (Q45 = -6).

**Table 50.2**
*Reasons for Not Joining the National Guard or Reserve: By Paygrade and Gender*

50. Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 755 | 8,787 | 308 | 3,842 | 12,261 | 1,406 |
| Not Responding on Item | 1,807 | 829 | 286 | 80 | 2,538 | 460 |
| Responding on Item | 44,092 | 19,413 | 5,125 | 1,505 | 59,182 | 10,879 |
| Does not apply, I do not plan to enter the National Guard/Reserve | 25.9 | 28.5 | 31.0 | 27.1 | 26.5 | 30.3 |
| | *(24.3,27.7)* | *(26.8,30.2)* | *(27.2,35.0)* | *(19.7,36.0)* | *(25.1,27.9)* | *(27.7,32.9)* |
| It would interfere with my civilian job | 18.9 | 22.5 | 37.9 | 44.4 | 23.5 | 12.6 |
| | *(17.5,20.3)* | *(20.8,24.2)* | *(33.9,42.1)* | *(37.6,51.5)* | *(22.2,24.8)* | *(11.1,14.4)* |
| It would interfere with my family responsibilities | 15.9 | 17.7 | 29.6 | 33.0 | 16.4 | 25.5 |
| | *(14.3,17.7)* | *(16.3,19.1)* | *(26.2,33.3)* | *(26.4,40.4)* | *(15.1,17.7)* | *(23.2,28.0)* |
| I applied but was not accepted | 0.8 | 0.2* | 0.2* | 0.0 | 0.6 | 0.4* |
| | *(0.6,1.3)* | *(0.1,0.4)* | *(0.0,0.7)* | *(N/A,N/A)* | *(0.4,0.9)* | *(0.2,1.2)* |
| I have no interest in serving in the National Guard/Reserve | 34.7 | 29.3 | 21.0 | 22.5 | 32.6 | 28.8 |
| | *(32.8,36.7)* | *(27.2,31.5)* | *(18.6,23.7)* | *(17.1,29.1)* | *(31.0,34.1)* | *(26.0,31.7)* |
| I have already completed my service obligation | 11.0 | 18.6 | 9.4 | 23.2 | 14.0 | 8.9 |
| | *(9.9,12.1)* | *(17.3,20.0)* | *(7.9,11.2)* | *(18.9,28.2)* | *(13.2,14.9)* | *(7.8,10.1)* |
| I am not eligible | 1.9 | 0.9 | 0.6* | 1.9* | 1.6 | 1.2* |
| | *(1.3,2.8)* | *(0.6,1.4)* | *(0.2,1.6)* | *(0.9,3.9)* | *(1.2,2.3)* | *(0.6,2.4)* |
| Too many mobilizations/activations/call-ups | 11.0 | 14.9 | 22.4 | 28.2 | 13.1 | 14.1 |
| | *(10.2,11.9)* | *(13.9,15.9)* | *(18.3,27.0)* | *(22.2,35.0)* | *(12.4,13.9)* | *(12.4,16.1)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were retiring or otherwise ineligible to join (or continue in) the National Guard/Reserve after separation (Q45 = -6).

**Table 50.2 (continued)**
*Reasons for Not Joining the National Guard or Reserve: By Paygrade and Gender*

50. Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 755 | 8,787 | 308 | 3,842 | 12,261 | 1,406 |
| Not Responding on Item | 1,807 | 829 | 286 | 80 | 2,538 | 460 |
| Responding on Item | 44,092 | 19,413 | 5,125 | 1,505 | 59,182 | 10,879 |
| Other | 8.5 | 7.1 | 7.7 | 11.0 | 8.1 | 8.0 |
| | (7.5,9.6) | (6.1,8.2) | (6.1,9.5) | (7.3,16.3) | (7.3,9.0) | (6.4,9.8) |
| None of the above | 10.8 | 9.8 | 7.4 | 3.1* | 10.3 | 9.3 |
| | (9.4,12.5) | (8.6,11.2) | (5.7,9.6) | (1.0,9.0) | (9.2,11.5) | (7.6,11.4) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were retiring or otherwise ineligible to join (or continue in) the National Guard/Reserve after separation (Q45 = -6).

**Table 50.3**
*Reasons for Not Joining the National Guard or Reserve: By Retirement/Separation*

50. Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,240 | 319 | 3,882 | 336 | 5,586 | 322 |
| Not Responding on Item | 38 | 774 | 66 | 935 | 74 | 1,037 |
| Responding on Item | 609 | 16,877 | 598 | 22,362 | 777 | 28,832 |
| Does not apply, I do not plan to enter the National Guard/Reserve | 9.8* (4.1,21.7) | 31.4 (29.1,33.7) | 2.6* (1.1,6.2) | 24.2 (22.8,25.7) | 11.6* (5.9,21.5) | 28.0 (26.4,29.7) |
| It would interfere with my civilian job | 15.2* (7.1,29.8) | 20.6 (18.6,22.9) | 13.8* (7.3,24.6) | 23.7 (22.0,25.4) | 29.2 (18.4,43.1) | 21.1 (19.7,22.6) |
| It would interfere with my family responsibilities | 15.0* (6.7,30.3) | 17.9 (16.0,20.1) | 18.7* (10.0,32.3) | 17.5 (15.9,19.3) | 19.4 (12.7,28.3) | 17.9 (16.3,19.7) |
| I applied but was not accepted | 0.0 (N/A,N/A) | 0.3* (0.1,0.8) | 0.0 (N/A,N/A) | 1.2 (0.8,1.8) | 0.0 (N/A,N/A) | 0.3* (0.1,1.0) |
| I have no interest in serving in the National Guard/Reserve | 39.3 (27.4,52.7) | 27.2 (24.9,29.7) | 42.2 (31.4,53.8) | 35.8 (33.8,37.9) | 40.7 (25.0,58.4) | 31.2 (29.4,33.0) |
| I have already completed my service obligation | 34.3 (20.3,51.7) | 10.7 (9.6,11.9) | 55.2 (41.8,67.9) | 15.2 (13.5,17.0) | 48.2 (40.2,56.4) | 11.0 (10.1,11.9) |
| I am not eligible | 7.1* (3.1,15.4) | 1.5* (0.6,3.3) | 7.1* (3.1,15.4) | 1.3 (0.7,2.2) | 5.4* (2.3,12.5) | 1.5 (0.9,2.7) |
| Too many mobilizations/activations/call-ups | 14.4 (9.2,21.8) | 13.6 (12.2,15.2) | 14.1* (7.6,24.5) | 12.7 (11.6,13.8) | 17.3 (12.6,23.3) | 13.3 (12.1,14.7) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded that they were retiring or otherwise ineligible to join (or continue in) the National Guard/Reserve after separation (Q45 = -6).

**Table 50.3 (continued)**
*Reasons for Not Joining the National Guard or Reserve: By Retirement/Separation*

50. Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,240 | 319 | 3,882 | 336 | 5,586 | 322 |
| Not Responding on Item | 38 | 774 | 66 | 935 | 74 | 1,037 |
| Responding on Item | 609 | 16,877 | 598 | 22,362 | 777 | 28,832 |
| Other | 6.8* | 10.0 | 5.5* | 7.1 | 7.3* | 7.9 |
| | (2.2,19.4) | (8.4,11.8) | (2.2,13.0) | (5.9,8.4) | (3.3,15.6) | (7.2,8.6) |
| None of the above | 6.3* | 11.6 | 2.2* | 9.0 | 4.2* | 10.6 |
| | (1.8,19.3) | (9.8,13.6) | (0.6,7.9) | (7.7,10.4) | (1.8,9.8) | (9.3,12.0) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.
† Separatees who responded that they were retiring or otherwise ineligible to join (or continue in) the National Guard/Reserve after separation (Q45 = -6).

**Table 51a.1**
*Satisfaction with Basic Pay:  By Service*

51a.  How satisfied were you with each of the following while on active duty?   Basic pay

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 587 | 587 | 338 | 102 | 61 | 85 | 0 |
| Responding on Item | 86,291 | 85,405 | 37,024 | 19,330 | 11,377 | 17,675 | 886 |
| Very satisfied | 3.1 | 3.1 | 3.4 | 2.1 | 2.5 | 3.8 | 4.9* |
| | (2.8,3.5) | (2.8,3.4) | (2.9,3.9) | (1.6,2.8) | (1.8,3.6) | (3.1,4.7) | (0.8,24.6) |
| Satisfied | 25.2 | 25.0 | 21.6 | 27.6 | 22.2 | 31.2 | 40.7 |
| | (24.3,26.2) | (24.1,26.0) | (20.8,22.5) | (25.2,30.1) | (20.3,24.3) | (28.1,34.4) | (32.8,49.2) |
| Neither satisfied nor dissatisfied | 23.6 | 23.7 | 24.9 | 22.5 | 26.8 | 20.4 | 12.3 |
| | (22.7,24.5) | (22.8,24.6) | (23.6,26.3) | (20.6,24.6) | (25.4,28.3) | (18.0,22.9) | (8.5,17.7) |
| Dissatisfied | 30.0 | 30.0 | 29.5 | 30.0 | 30.3 | 30.7 | 28.4 |
| | (29.0,30.9) | (29.0,31.0) | (28.1,30.8) | (27.5,32.7) | (28.9,31.8) | (28.5,33.1) | (18.5,40.9) |
| Very dissatisfied | 18.2 | 18.2 | 20.6 | 17.7 | 18.1 | 13.9 | 13.6 |
| | (17.5,18.9) | (17.5,18.9) | (19.7,21.5) | (15.8,19.9) | (16.6,19.7) | (12.4,15.4) | (11.6,15.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51a.2**
*Satisfaction with Basic Pay:  By Paygrade and Gender*

51a.  How satisfied were you with each of the following while on active duty?  Basic pay

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 352 | 220 | 6 | 9 | 510 | 74 |
| Responding on Item | 46,302 | 28,809 | 5,712 | 5,418 | 73,471 | 12,671 |
| Very satisfied | 2.0 | 2.3 | 9.8 | 9.5 | 2.9 | 4.4 |
| | (1.6,2.5) | (1.8,2.8) | (8.2,11.7) | (7.0,12.9) | (2.5,3.3) | (3.7,5.4) |
| Satisfied | 18.5 | 25.4 | 52.9 | 52.7 | 23.7 | 34.1 |
| | (17.4,19.7) | (23.4,27.5) | (50.1,55.6) | (48.5,56.8) | (22.8,24.6) | (31.1,37.3) |
| Neither satisfied nor dissatisfied | 26.1 | 22.0 | 16.6 | 18.0 | 23.5 | 23.8 |
| | (24.7,27.5) | (20.5,23.6) | (14.5,18.9) | (15.6,20.7) | (22.5,24.6) | (21.9,25.8) |
| Dissatisfied | 31.1 | 33.5 | 14.9 | 16.8 | 30.9 | 24.6 |
| | (29.8,32.5) | (31.8,35.3) | (13.8,16.2) | (14.1,20.0) | (29.9,31.9) | (22.1,27.3) |
| Very dissatisfied | 22.3 | 16.8 | 5.8 | 2.9 | 19.0 | 13.0 |
| | (21.2,23.4) | (15.6,18.0) | (4.0,8.3) | (2.1,4.0) | (18.2,19.8) | (11.7,14.6) |

**Table 51a.3**
*Satisfaction with Basic Pay: By Retirement/Separation*

51a. How satisfied were you with each of the following while on active duty? Basic pay

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 61 | 49 | 40 | 258 | 26 | 150 |
| Responding on Item | 3,826 | 17,921 | 4,506 | 23,375 | 6,410 | 30,041 |
| Very satisfied | 5.2 | 3.1 | 6.7 | 2.9 | 3.6 | 2.3 |
| | (4.0,6.7) | (2.6,3.7) | (4.4,10.1) | (2.2,3.8) | (2.5,5.0) | (1.9,2.7) |
| Satisfied | 39.7 | 21.4 | 35.1 | 21.8 | 41.3 | 23.5 |
| | (34.0,45.8) | (19.7,23.2) | (29.4,41.2) | (20.2,23.6) | (36.7,46.1) | (22.1,24.8) |
| Neither satisfied nor dissatisfied | 18.4 | 21.8 | 20.4 | 24.2 | 18.2 | 26.3 |
| | (15.5,21.8) | (20.0,23.7) | (16.5,25.0) | (22.2,26.2) | (15.3,21.4) | (24.5,28.2) |
| Dissatisfied | 26.6 | 29.9 | 28.3 | 30.8 | 27.4 | 30.6 |
| | (22.3,31.3) | (27.7,32.2) | (24.2,32.9) | (28.4,33.4) | (23.4,31.7) | (29.0,32.2) |
| Very dissatisfied | 10.1 | 23.8 | 9.5 | 20.2 | 9.6 | 17.4 |
| | (8.5,11.9) | (21.7,26.0) | (6.3,14.0) | (19.0,21.5) | (8.1,11.3) | (16.2,18.6) |

**Table 51b.1**
*Satisfaction with Special and Incentive Pay:  By Service*

51b.  How satisfied were you with each of the following while on active duty?  Special and incentive pay

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,003 | 1,003 | 501 | 210 | 116 | 177 | 0 |
| Responding on Item | 85,875 | 84,989 | 36,861 | 19,222 | 11,322 | 17,583 | 886 |
| Very satisfied | 3.1 | 3.1 | 3.1 | 3.1 | 1.9 | 3.6 | 6.2* |
| | (2.8,3.4) | (2.7,3.4) | (2.7,3.6) | (2.4,4.0) | (1.3,2.7) | (2.9,4.5) | (1.0,29.6) |
| Satisfied | 19.9 | 19.9 | 18.8 | 26.1 | 16.3 | 18.0 | 14.8 |
| | (19.0,20.8) | (19.1,20.9) | (17.2,20.5) | (24.5,27.7) | (15.2,17.4) | (16.3,19.9) | (10.3,20.8) |
| Neither satisfied nor dissatisfied | 21.7 | 21.8 | 23.0 | 23.0 | 23.0 | 17.2 | 12.3 |
| | (20.8,22.7) | (20.8,22.8) | (21.6,24.4) | (20.9,25.4) | (21.5,24.6) | (15.0,19.6) | (12.0,12.7) |
| Dissatisfied | 19.9 | 19.8 | 19.2 | 19.9 | 21.9 | 19.7 | 28.4 |
| | (19.0,20.8) | (18.9,20.8) | (17.6,20.8) | (18.0,21.8) | (20.4,23.5) | (17.7,21.9) | (26.7,30.2) |
| Very dissatisfied | 16.5 | 16.5 | 17.0 | 15.7 | 17.7 | 15.4 | 19.8 |
| | (15.7,17.4) | (15.7,17.4) | (15.7,18.5) | (14.5,17.1) | (15.6,19.9) | (13.5,17.6) | (12.1,30.5) |
| Does not apply | 18.9 | 18.9 | 19.0 | 12.2 | 19.3 | 26.0 | 18.5 |
| | (18.0,19.8) | (18.0,19.8) | (18.0,19.9) | (10.2,14.4) | (17.2,21.5) | (23.3,28.8) | (12.6,26.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51b.2**
*Satisfaction with Special and Incentive Pay:  By Paygrade and Gender*

51b.  How satisfied were you with each of the following while on active duty?  Special and incentive pay

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 549 | 369 | 30 | 56 | 864 | 132 |
| Responding on Item | 46,105 | 28,660 | 5,688 | 5,371 | 73,117 | 12,613 |
| Very satisfied | 2.3 | 2.6 | 7.5 | 8.0 | 3.1 | 2.9 |
| | (1.9,2.8) | (2.2,3.0) | (5.9,9.6) | (6.6,9.6) | (2.8,3.5) | (2.2,3.8) |
| Satisfied | 17.3 | 20.9 | 27.4 | 28.9 | 20.3 | 17.5 |
| | (15.8,18.8) | (19.8,22.1) | (24.3,30.7) | (27.2,30.7) | (19.3,21.4) | (15.9,19.2) |
| Neither satisfied nor dissatisfied | 24.4 | 20.3 | 13.5 | 15.3 | 22.3 | 18.4 |
| | (22.8,26.0) | (19.3,21.3) | (11.4,15.8) | (12.2,19.0) | (21.2,23.4) | (16.8,20.1) |
| Dissatisfied | 19.5 | 22.4 | 13.9 | 16.2 | 20.8 | 14.7 |
| | (18.1,21.0) | (21.1,23.7) | (11.1,17.3) | (14.4,18.2) | (19.8,21.8) | (12.5,17.2) |
| Very dissatisfied | 18.2 | 16.5 | 11.0 | 7.8 | 17.2 | 12.5 |
| | (17.0,19.6) | (15.3,17.7) | (8.9,13.4) | (6.3,9.5) | (16.3,18.2) | (11.0,14.1) |
| Does not apply | 18.3 | 17.4 | 26.7 | 23.8 | 16.3 | 34.1 |
| | (17.0,19.7) | (16.2,18.6) | (23.2,30.6) | (20.4,27.6) | (15.3,17.3) | (32.1,36.2) |

**Table 51b.3**
*Satisfaction with Special and Incentive Pay:  By Retirement/Separation*

51b.  How satisfied were you with each of the following while on active duty?  Special and incentive pay

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 86 | 192 | 83 | 353 | 56 | 203 |
| Responding on Item | 3,801 | 17,778 | 4,463 | 23,280 | 6,380 | 29,988 |
| Very satisfied | 5.4 | 2.7 | 5.4 | 2.9 | 3.3 | 2.7 |
| | (4.2,6.8) | (2.1,3.5) | (4.1,7.1) | (2.5,3.5) | (2.2,4.8) | (2.1,3.4) |
| Satisfied | 21.8 | 18.3 | 23.9 | 19.6 | 22.5 | 19.8 |
| | (19.4,24.3) | (16.6,20.0) | (20.8,27.4) | (17.8,21.5) | (19.4,26.0) | (18.3,21.3) |
| Neither satisfied nor dissatisfied | 17.8 | 19.8 | 16.3 | 23.4 | 19.1 | 23.3 |
| | (15.0,21.0) | (17.9,21.9) | (13.9,18.9) | (22.1,24.8) | (16.6,22.0) | (21.4,25.3) |
| Dissatisfied | 22.7 | 19.5 | 18.8 | 20.8 | 19.0 | 19.4 |
| | (19.7,26.0) | (17.9,21.3) | (15.4,22.7) | (19.2,22.5) | (15.6,22.8) | (18.0,21.0) |
| Very dissatisfied | 12.6 | 20.8 | 11.3 | 16.5 | 13.4 | 16.0 |
| | (10.8,14.6) | (19.2,22.6) | (9.0,14.1) | (14.7,18.5) | (11.4,15.7) | (14.6,17.4) |
| Does not apply | 19.8 | 18.8 | 24.3 | 16.7 | 22.8 | 18.9 |
| | (17.2,22.7) | (16.5,21.3) | (19.6,29.8) | (15.3,18.2) | (18.4,27.8) | (17.5,20.3) |

**Table 51c.1**
*Satisfaction With Reenlistment Bonus or Continuation Pay Program:  By Service*

51c.  How satisfied were you with each of the following while on active duty?  Reenlistment bonus or continuation pay program

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,684 | 1,662 | 845 | 367 | 211 | 238 | 22 |
| Responding on Item | 85,194 | 84,330 | 36,517 | 19,065 | 11,227 | 17,522 | 864 |
| Very satisfied | 2.3 | 2.3 | 1.7 | 3.2 | 2.6 | 2.3 | 2.5* |
| | *(2.0,2.6)* | *(2.0,2.6)* | *(1.4,2.1)* | *(2.5,4.2)* | *(2.1,3.2)* | *(1.6,3.3)* | *(0.4,14.0)* |
| Satisfied | 10.1 | 10.2 | 7.9 | 14.1 | 8.9 | 11.4 | 7.6* |
| | *(9.6,10.7)* | *(9.6,10.7)* | *(7.2,8.7)* | *(12.9,15.5)* | *(7.6,10.3)* | *(9.8,13.1)* | *(3.6,15.1)* |
| Neither satisfied nor dissatisfied | 15.2 | 15.2 | 17.1 | 14.1 | 14.1 | 13.3 | 12.7 |
| | *(14.5,15.9)* | *(14.5,15.9)* | *(16.3,17.9)* | *(12.7,15.5)* | *(12.0,16.5)* | *(11.2,15.6)* | *(11.7,13.6)* |
| Dissatisfied | 15.7 | 15.7 | 15.4 | 14.9 | 16.4 | 16.6 | 21.5 |
| | *(14.8,16.6)* | *(14.8,16.6)* | *(14.2,16.7)* | *(12.6,17.5)* | *(15.2,17.7)* | *(14.5,19.0)* | *(13.8,31.9)* |
| Very dissatisfied | 23.0 | 22.9 | 23.1 | 23.9 | 25.3 | 19.8 | 32.9 |
| | *(22.2,23.7)* | *(22.1,23.6)* | *(22.2,23.9)* | *(22.2,25.7)* | *(23.7,26.9)* | *(17.7,22.0)* | *(18.4,51.6)* |
| Does not apply | 33.7 | 33.8 | 34.9 | 29.8 | 32.8 | 36.7 | 22.8 |
| | *(32.8,34.6)* | *(33.0,34.7)* | *(33.9,35.9)* | *(27.9,31.8)* | *(30.6,35.0)* | *(34.1,39.3)* | *(19.7,26.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51c.2**
*Satisfaction With Reenlistment Bonus or Continuation Pay Program:  By Paygrade and Gender*

51c.  How satisfied were you with each of the following while on active duty?  Reenlistment bonus or continuation pay program

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 864 | 445 | 128 | 244 | 1,419 | 261 |
| Responding on Item | 45,790 | 28,584 | 5,590 | 5,183 | 72,562 | 12,484 |
| Very satisfied | 2.0 | 2.8 | 1.8 | 2.9 | 2.3 | 2.2 |
| | (1.6,2.4) | (2.4,3.4) | (1.1,2.9) | (2.0,4.2) | (2.0,2.7) | (1.5,3.2) |
| Satisfied | 8.5 | 13.3 | 7.6 | 9.6 | 10.4 | 8.4 |
| | (7.8,9.3) | (12.5,14.2) | (5.4,10.6) | (7.1,12.9) | (9.8,11.1) | (7.3,9.5) |
| Neither satisfied nor dissatisfied | 18.3 | 12.8 | 6.7 | 9.4 | 15.5 | 13.4 |
| | (17.3,19.4) | (11.7,14.0) | (5.0,9.1) | (7.2,12.2) | (14.7,16.3) | (11.9,15.0) |
| Dissatisfied | 15.7 | 19.2 | 6.0 | 7.4 | 16.3 | 12.3 |
| | (14.6,16.9) | (17.3,21.2) | (5.0,7.3) | (5.2,10.5) | (15.4,17.3) | (10.6,14.1) |
| Very dissatisfied | 23.3 | 28.9 | 6.7 | 4.1 | 24.2 | 15.5 |
| | (22.4,24.2) | (27.6,30.3) | (4.5,9.9) | (2.8,6.0) | (23.4,25.1) | (14.1,17.1) |
| Does not apply | 32.2 | 22.9 | 71.1 | 66.6 | 31.2 | 48.3 |
| | (31.1,33.2) | (21.2,24.8) | (67.7,74.3) | (63.9,69.1) | (30.3,32.2) | (46.6,49.9) |

**Table 51c.3**
*Satisfaction With Reenlistment Bonus or Continuation Pay Program:  By Retirement/Separation*

51c.  How satisfied were you with each of the following while on active duty?  Reenlistment bonus or continuation pay program

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 100 | 275 | 84 | 533 | 186 | 473 |
| Responding on Item | 3,787 | 17,695 | 4,462 | 23,100 | 6,250 | 29,718 |
| Very satisfied | 1.6* | 1.8 | 3.6 | 2.2 | 3.4 | 2.4 |
| | (0.8,2.9) | (1.3,2.4) | (2.1,6.0) | (1.7,2.9) | (2.1,5.5) | (1.9,2.9) |
| Satisfied | 10.6 | 9.1 | 15.4 | 9.5 | 12.2 | 9.9 |
| | (8.7,13.0) | (7.8,10.6) | (12.3,19.2) | (8.5,10.6) | (10.7,13.9) | (8.7,11.3) |
| Neither satisfied nor dissatisfied | 10.2 | 14.1 | 10.7 | 17.1 | 11.5 | 16.4 |
| | (7.3,14.0) | (12.8,15.5) | (7.4,15.2) | (15.6,18.6) | (8.5,15.3) | (15.0,17.8) |
| Dissatisfied | 18.1 | 15.3 | 17.2 | 16.3 | 17.6 | 14.6 |
| | (15.4,21.3) | (13.7,17.2) | (12.7,22.9) | (14.9,17.9) | (13.1,23.3) | (13.6,15.7) |
| Very dissatisfied | 19.0 | 28.0 | 18.1 | 22.0 | 20.7 | 22.4 |
| | (15.2,23.5) | (26.4,29.8) | (15.6,21.0) | (20.8,23.2) | (17.6,24.3) | (20.9,23.9) |
| Does not apply | 40.5 | 31.7 | 35.0 | 32.9 | 34.6 | 34.3 |
| | (35.6,45.6) | (29.8,33.6) | (31.2,38.9) | (31.2,34.7) | (29.0,40.6) | (33.2,35.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51d.1**
*Satisfaction With Housing Allowance:  By Service*

51d.  How satisfied were you with each of the following while on active duty?  Housing allowance

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,444 | 1,444 | 843 | 257 | 202 | 142 | 0 |
| Responding on Item | 85,434 | 84,548 | 36,519 | 19,175 | 11,236 | 17,618 | 886 |
| Very satisfied | 3.1 | 3.1 | 2.8 | 3.2 | 2.2 | 4.3 | 3.7* |
| | (2.8,3.5) | (2.8,3.5) | (2.3,3.3) | (2.6,3.9) | (1.6,3.1) | (3.6,5.3) | (1.9,7.2) |
| Satisfied | 23.5 | 23.4 | 19.4 | 29.1 | 17.2 | 29.6 | 32.1 |
| | (22.7,24.3) | (22.7,24.2) | (18.6,20.3) | (27.1,31.1) | (15.7,18.8) | (27.3,32.1) | (19.1,48.6) |
| Neither satisfied nor dissatisfied | 19.7 | 19.7 | 19.4 | 20.5 | 19.4 | 19.6 | 19.8 |
| | (18.9,20.4) | (18.9,20.4) | (18.4,20.3) | (18.6,22.4) | (17.9,21.0) | (17.8,21.5) | (19.3,20.2) |
| Dissatisfied | 18.8 | 18.8 | 15.9 | 18.6 | 17.7 | 25.5 | 22.2 |
| | (18.0,19.6) | (18.0,19.6) | (15.0,16.9) | (17.0,20.3) | (16.1,19.3) | (23.0,28.1) | (14.4,32.6) |
| Very dissatisfied | 14.2 | 14.2 | 14.8 | 13.0 | 13.8 | 14.3 | 19.8 |
| | (13.6,14.9) | (13.5,14.9) | (14.0,15.6) | (11.2,15.1) | (12.7,15.1) | (12.7,16.0) | (12.1,30.5) |
| Does not apply | 20.7 | 20.9 | 27.7 | 15.6 | 29.6 | 6.7 | 2.5 |
| | (19.7,21.7) | (19.9,21.9) | (25.7,29.9) | (14.5,16.8) | (27.8,31.5) | (5.6,7.9) | (2.4,2.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51d.2**
*Satisfaction With Housing Allowance: By Paygrade and Gender*

51d. How satisfied were you with each of the following while on active duty? Housing allowance

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,023 | 387 | 19 | 14 | 1,266 | 174 |
| Responding on Item | 45,631 | 28,642 | 5,699 | 5,413 | 72,715 | 12,571 |
| Very satisfied | 2.3 | 3.0 | 8.5 | 5.7 | 2.9 | 4.7 |
| | *(1.8,2.8)* | *(2.5,3.5)* | *(7.0,10.3)* | *(4.2,7.6)* | *(2.5,3.2)* | *(3.6,6.2)* |
| Satisfied | 17.0 | 27.8 | 42.1 | 37.0 | 22.5 | 29.5 |
| | *(16.0,17.9)* | *(26.5,29.1)* | *(39.7,44.6)* | *(32.3,42.0)* | *(21.7,23.4)* | *(27.3,31.7)* |
| Neither satisfied nor dissatisfied | 19.8 | 20.1 | 17.2 | 19.3 | 19.8 | 18.9 |
| | *(18.7,20.9)* | *(18.7,21.5)* | *(14.7,20.0)* | *(17.0,21.7)* | *(19.0,20.6)* | *(16.9,21.0)* |
| Dissatisfied | 13.4 | 24.8 | 21.8 | 28.7 | 18.6 | 19.9 |
| | *(12.5,14.4)* | *(23.5,26.2)* | *(18.7,25.1)* | *(25.6,32.1)* | *(17.7,19.5)* | *(18.3,21.7)* |
| Very dissatisfied | 14.5 | 15.9 | 9.4 | 8.7 | 14.6 | 12.1 |
| | *(13.5,15.5)* | *(14.9,17.0)* | *(7.3,11.9)* | *(6.7,11.3)* | *(13.8,15.4)* | *(10.7,13.6)* |
| Does not apply | 33.1 | 8.5 | 1.0 | 0.7* | 21.7 | 14.9 |
| | *(31.3,34.9)* | *(7.9,9.2)* | *(0.6,1.5)* | *(0.3,1.5)* | *(20.6,22.8)* | *(13.0,17.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51d.3**
*Satisfaction With Housing Allowance:  By Retirement/Separation*

51d.  How satisfied were you with each of the following while on active duty?  Housing allowance

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 68 | 308 | 33 | 553 | 46 | 408 |
| Responding on Item | 3,819 | 17,662 | 4,513 | 23,080 | 6,390 | 29,783 |
| Very satisfied | 3.1 | 2.4 | 7.8 | 3.5 | 2.5 | 2.7 |
| | *(2.2,4.5)* | *(2.0,3.0)* | *(5.6,10.6)* | *(2.7,4.5)* | *(1.8,3.6)* | *(2.3,3.1)* |
| Satisfied | 32.5 | 21.9 | 30.5 | 20.2 | 32.0 | 23.0 |
| | *(28.5,36.8)* | *(19.6,24.5)* | *(26.1,35.3)* | *(18.6,21.9)* | *(29.3,34.8)* | *(21.6,24.5)* |
| Neither satisfied nor dissatisfied | 22.0 | 20.5 | 17.0 | 18.4 | 17.6 | 20.6 |
| | *(17.5,27.3)* | *(18.5,22.6)* | *(14.3,20.1)* | *(16.8,20.2)* | *(14.2,21.5)* | *(19.2,22.1)* |
| Dissatisfied | 29.2 | 19.0 | 28.9 | 14.3 | 32.0 | 16.5 |
| | *(25.6,33.0)* | *(17.2,21.0)* | *(24.3,33.9)* | *(13.1,15.5)* | *(28.4,35.8)* | *(15.4,17.8)* |
| Very dissatisfied | 12.5 | 19.1 | 15.5 | 13.9 | 14.9 | 11.5 |
| | *(8.7,17.6)* | *(17.3,21.0)* | *(13.5,17.9)* | *(12.2,15.9)* | *(12.6,17.5)* | *(10.4,12.6)* |
| Does not apply | 0.6* | 17.1 | 0.3* | 29.6 | 1.0* | 25.7 |
| | *(0.2,2.3)* | *(14.4,20.1)* | *(0.1,0.9)* | *(26.9,32.5)* | *(0.5,2.0)* | *(24.4,27.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51e.1**
*Satisfaction With SEPRATS/COMRATS, Subsistence Allowance:  By Service*

51e.  How satisfied were you with each of the following while on active duty?  SEPRATS/ COMRATS, subsistence allowance

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,429 | 1,429 | 696 | 314 | 184 | 235 | | 0 |
| Responding on Item | 85,449 | 84,563 | 36,666 | 19,118 | 11,254 | 17,525 | | 886 |
| Very satisfied | 2.9 | 2.8 | 3.1 | 2.4 | 2.5 | 2.9 | | 6.2 |
| | (2.6,3.1) | (2.6,3.1) | (2.8,3.5) | (1.8,3.1) | (2.1,3.0) | (2.2,3.7) | | (4.1,9.3) |
| Satisfied | 23.9 | 23.8 | 21.5 | 28.8 | 20.7 | 25.2 | | 32.1 |
| | (23.0,24.8) | (22.9,24.7) | (20.5,22.5) | (26.7,31.1) | (19.3,22.1) | (22.3,28.4) | | (19.1,48.6) |
| Neither satisfied nor dissatisfied | 24.0 | 23.9 | 22.0 | 24.6 | 22.7 | 28.0 | | 30.9 |
| | (23.2,24.8) | (23.1,24.7) | (20.9,23.1) | (22.6,26.7) | (21.2,24.4) | (26.1,29.9) | | (23.5,39.4) |
| Dissatisfied | 15.8 | 15.8 | 14.5 | 17.5 | 17.2 | 15.7 | | 13.6* |
| | (15.1,16.4) | (15.1,16.5) | (13.7,15.3) | (16.0,19.1) | (15.8,18.6) | (13.9,17.7) | | (4.0,37.2) |
| Very dissatisfied | 12.1 | 12.1 | 14.1 | 10.5 | 13.3 | 9.0 | | 12.3 |
| | (11.3,13.0) | (11.3,13.0) | (12.7,15.7) | (8.9,12.4) | (12.3,14.4) | (7.7,10.7) | | (12.0,12.7) |
| Does not apply | 21.4 | 21.5 | 24.8 | 16.2 | 23.6 | 19.2 | | 4.9* |
| | (20.6,22.2) | (20.7,22.4) | (23.6,26.1) | (14.8,17.6) | (21.6,25.7) | (17.1,21.5) | | (0.9,23.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51e.2**
*Satisfaction With SEPRATS/COMRATS, Subsistence Allowance:  By Paygrade and Gender*

51e.  How satisfied were you with each of the following while on active duty?  SEPRATS/ COMRATS, subsistence allowance

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 794 | 382 | 81 | 170 | 1,225 | 190 |
| Responding on Item | 45,860 | 28,647 | 5,637 | 5,257 | 72,756 | 12,555 |
| Very satisfied | 2.7 | 2.8 | 3.6 | 3.9 | 2.6 | 4.1 |
| | *(2.3,3.0)* | *(2.4,3.3)* | *(2.6,4.9)* | *(2.6,5.8)* | *(2.4,3.0)* | *(3.3,5.1)* |
| Satisfied | 18.9 | 31.5 | 28.1 | 21.8 | 22.6 | 31.4 |
| | *(17.8,20.0)* | *(29.7,33.2)* | *(23.9,32.8)* | *(16.6,28.1)* | *(21.7,23.6)* | *(28.8,34.1)* |
| Neither satisfied nor dissatisfied | 22.3 | 26.1 | 21.8 | 29.3 | 24.5 | 21.1 |
| | *(21.1,23.5)* | *(24.8,27.5)* | *(19.0,24.9)* | *(26.5,32.1)* | *(23.6,25.4)* | *(19.8,22.5)* |
| Dissatisfied | 12.6 | 19.7 | 19.2 | 18.9 | 16.3 | 12.7 |
| | *(11.9,13.3)* | *(18.5,20.9)* | *(17.1,21.6)* | *(14.2,24.6)* | *(15.6,17.0)* | *(11.3,14.2)* |
| Very dissatisfied | 13.5 | 12.1 | 6.7 | 6.7 | 12.7 | 8.7 |
| | *(12.1,14.9)* | *(11.1,13.2)* | *(5.1,8.7)* | *(5.6,8.0)* | *(11.8,13.7)* | *(7.5,10.0)* |
| Does not apply | 30.1 | 7.8 | 20.5 | 19.5 | 21.3 | 22.0 |
| | *(28.9,31.4)* | *(7.2,8.6)* | *(17.0,24.7)* | *(17.2,22.0)* | *(20.4,22.1)* | *(19.8,24.4)* |

**Table 51e.3**
*Satisfaction With SEPRATS/COMRATS, Subsistence Allowance: By Retirement/Separation*

51e. How satisfied were you with each of the following while on active duty? SEPRATS/ COMRATS, subsistence allowance

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 90 | 195 | 70 | 485 | 157 | 408 |
| Responding on Item | 3,797 | 17,775 | 4,476 | 23,148 | 6,279 | 29,783 |
| Very satisfied | 3.0 | 2.7 | 5.3 | 3.0 | 2.9 | 2.4 |
| | (1.9,4.7) | (2.1,3.6) | (3.5,7.9) | (2.3,3.9) | (2.0,4.1) | (2.1,2.8) |
| Satisfied | 30.4 | 21.9 | 31.8 | 21.1 | 28.7 | 24.2 |
| | (23.8,37.8) | (20.2,23.7) | (28.1,35.8) | (19.6,22.7) | (25.2,32.4) | (22.9,25.6) |
| Neither satisfied nor dissatisfied | 26.4 | 24.2 | 27.5 | 22.1 | 27.2 | 23.8 |
| | (23.8,29.2) | (22.1,26.4) | (24.0,31.2) | (20.1,24.2) | (23.2,31.6) | (22.5,25.2) |
| Dissatisfied | 21.0 | 15.7 | 21.0 | 13.7 | 23.8 | 14.2 |
| | (17.1,25.5) | (14.3,17.1) | (17.6,24.8) | (12.5,15.0) | (20.0,28.1) | (13.3,15.2) |
| Very dissatisfied | 11.5 | 15.4 | 11.5 | 12.8 | 10.1 | 10.3 |
| | (9.0,14.6) | (12.9,18.3) | (8.9,14.6) | (11.5,14.1) | (8.1,12.7) | (9.3,11.6) |
| Does not apply | 7.7 | 20.1 | 3.0* | 27.4 | 7.3 | 25.0 |
| | (5.7,10.4) | (17.8,22.5) | (1.5,5.9) | (25.3,29.5) | (5.4,9.7) | (23.6,26.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51f.1**
*Satisfaction With Military Housing: By Service*

51f. How satisfied were you with each of the following while on active duty? Military housing

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,354 | 1,343 | 740 | 239 | 213 | 152 | | 11 |
| Responding on Item | 85,524 | 84,649 | 36,622 | 19,193 | 11,225 | 17,608 | | 875 |
| Very satisfied | 2.4 | 2.3 | 2.4 | 2.7 | 1.8 | 2.2 | | 7.5* |
| | (2.1,2.8) | (2.0,2.7) | (2.0,3.0) | (1.9,4.0) | (1.5,2.1) | (1.7,2.7) | | (2.0,24.2) |
| Satisfied | 14.1 | 14.0 | 12.1 | 15.4 | 10.1 | 19.1 | | 20.0 |
| | (13.3,14.9) | (13.3,14.8) | (10.8,13.5) | (14.3,16.6) | (8.8,11.6) | (17.3,21.0) | | (19.0,21.0) |
| Neither satisfied nor dissatisfied | 15.8 | 15.9 | 15.6 | 15.2 | 15.2 | 17.6 | | 10.0 |
| | (15.0,16.7) | (15.1,16.7) | (14.4,16.9) | (13.0,17.5) | (13.8,16.7) | (16.0,19.4) | | (9.5,10.5) |
| Dissatisfied | 12.4 | 12.4 | 12.7 | 9.9 | 10.8 | 15.6 | | 15.0* |
| | (11.8,13.1) | (11.7,13.1) | (11.5,14.0) | (8.9,11.0) | (9.5,12.3) | (14.1,17.2) | | (8.0,26.3) |
| Very dissatisfied | 17.2 | 17.1 | 20.1 | 12.3 | 19.4 | 14.9 | | 23.8 |
| | (16.5,17.9) | (16.5,17.8) | (19.0,21.2) | (10.9,13.8) | (18.0,20.8) | (13.8,16.1) | | (22.5,25.1) |
| Does not apply | 38.1 | 38.2 | 37.2 | 44.6 | 42.8 | 30.6 | | 23.8 |
| | (37.1,39.1) | (37.2,39.2) | (35.5,38.8) | (42.2,47.0) | (40.6,45.0) | (28.6,32.7) | | (22.5,25.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51f.2**
*Satisfaction With Military Housing:  By Paygrade and Gender*

51f.  How satisfied were you with each of the following while on active duty?  Military housing

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 859 | 397 | 44 | 55 | 1,203 | 140 |
| Responding on Item | 45,795 | 28,632 | 5,674 | 5,372 | 72,778 | 12,605 |
| Very satisfied | 2.3 | 2.8 | 1.7 | 1.6* | 2.3 | 2.9 |
| | *(1.8,2.9)* | *(2.4,3.3)* | *(1.2,2.5)* | *(0.8,3.2)* | *(2.0,2.8)* | *(2.2,3.7)* |
| Satisfied | 11.5 | 18.1 | 12.0 | 17.1 | 13.9 | 15.1 |
| | *(10.4,12.7)* | *(16.9,19.4)* | *(10.2,14.2)* | *(15.1,19.4)* | *(13.1,14.8)* | *(13.3,17.0)* |
| Neither satisfied nor dissatisfied | 15.4 | 17.2 | 10.6 | 16.7 | 16.1 | 14.4 |
| | *(14.2,16.8)* | *(16.1,18.4)* | *(8.9,12.6)* | *(14.4,19.3)* | *(15.2,17.0)* | *(12.3,16.8)* |
| Dissatisfied | 10.0 | 15.1 | 11.6 | 20.6 | 12.8 | 10.6 |
| | *(8.9,11.1)* | *(14.1,16.1)* | *(9.7,13.8)* | *(17.8,23.7)* | *(12.0,13.5)* | *(9.1,12.2)* |
| Very dissatisfied | 16.6 | 17.8 | 17.2 | 19.2 | 17.5 | 15.4 |
| | *(15.6,17.7)* | *(16.9,18.7)* | *(15.5,19.1)* | *(16.7,22.0)* | *(16.7,18.3)* | *(14.0,16.9)* |
| Does not apply | 44.2 | 29.0 | 46.8 | 24.8 | 37.4 | 41.8 |
| | *(42.6,45.8)* | *(27.8,30.2)* | *(44.0,49.6)* | *(21.6,28.2)* | *(36.3,38.6)* | *(39.6,43.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51f.3**
*Satisfaction With Military Housing:  By Retirement/Separation*

51f.  How satisfied were you with each of the following while on active duty?  Military housing

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 74 | 195 | 23 | 524 | 108 | 403 |
| Responding on Item | 3,813 | 17,775 | 4,523 | 23,109 | 6,328 | 29,788 |
| Very satisfied | 3.4 | 2.5 | 2.3 | 2.1 | 2.0 | 2.5 |
| | (2.2,5.1) | (2.0,3.0) | (1.6,3.5) | (1.5,3.1) | (1.1,3.4) | (1.9,3.3) |
| Satisfied | 23.1 | 12.8 | 24.6 | 11.6 | 19.7 | 12.9 |
| | (17.7,29.6) | (11.3,14.4) | (22.2,27.1) | (10.5,12.9) | (17.2,22.5) | (11.5,14.3) |
| Neither satisfied nor dissatisfied | 19.0 | 15.1 | 20.0 | 15.2 | 18.0 | 15.1 |
| | (14.3,24.7) | (13.6,16.8) | (16.8,23.6) | (13.4,17.2) | (15.3,21.1) | (14.0,16.4) |
| Dissatisfied | 18.8 | 12.4 | 19.8 | 10.5 | 18.7 | 10.8 |
| | (14.8,23.5) | (10.9,14.1) | (17.7,22.2) | (9.4,11.6) | (16.4,21.2) | (9.6,12.1) |
| Very dissatisfied | 19.9 | 22.3 | 15.6 | 15.0 | 18.8 | 15.5 |
| | (16.3,24.0) | (19.4,25.5) | (13.9,17.5) | (13.4,16.7) | (16.3,21.6) | (14.0,17.1) |
| Does not apply | 15.8 | 34.9 | 17.6 | 45.6 | 22.8 | 43.3 |
| | (12.5,19.9) | (32.2,37.7) | (15.6,19.8) | (43.0,48.3) | (20.1,25.8) | (41.2,45.4) |

**Table 51g.1**
*Satisfaction With Medical Care: By Service*

51g.  How satisfied were you with each of the following while on active duty?  Medical care for you

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 694 | 694 | 464 | 69 | 120 | 41 | | 0 |
| Responding on Item | 86,184 | 85,298 | 36,898 | 19,363 | 11,318 | 17,719 | | 886 |
| Very satisfied | 10.3 | 10.3 | 10.1 | 11.0 | 10.4 | 9.9 | | 13.6 |
| | (9.6,11.1) | (9.6,11.0) | (8.9,11.4) | (9.8,12.4) | (9.1,11.8) | (8.5,11.5) | | (7.6,23.0) |
| Satisfied | 38.8 | 38.8 | 36.4 | 41.5 | 34.9 | 43.1 | | 46.9 |
| | (37.7,40.0) | (37.6,39.9) | (34.7,38.2) | (39.2,43.9) | (33.3,36.5) | (40.3,45.9) | | (36.4,57.7) |
| Neither satisfied nor dissatisfied | 20.1 | 20.2 | 21.3 | 19.4 | 22.7 | 17.0 | | 13.6 |
| | (19.5,20.7) | (19.6,20.8) | (20.4,22.2) | (17.9,21.1) | (21.3,24.2) | (16.0,18.0) | | (8.0,22.0) |
| Dissatisfied | 16.5 | 16.6 | 16.5 | 15.6 | 16.1 | 18.3 | | 11.1* |
| | (15.8,17.3) | (15.9,17.4) | (15.5,17.5) | (13.8,17.5) | (14.9,17.3) | (16.4,20.5) | | (3.8,28.2) |
| Very dissatisfied | 14.2 | 14.2 | 15.8 | 12.4 | 15.9 | 11.7 | | 14.8 |
| | (13.5,14.9) | (13.5,14.9) | (14.5,17.1) | (11.1,13.9) | (14.8,17.0) | (10.4,13.1) | | (14.5,15.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51g.2**
*Satisfaction With Medical Care: By Paygrade and Gender*

51g. How satisfied were you with each of the following while on active duty?  Medical care for you

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 498 | 175 | 17 | 4 | | 646 | 38 |
| Responding on Item | 46,156 | 28,854 | 5,701 | 5,423 | | 73,335 | 12,707 |
| Very satisfied | 10.9 | 8.9 | 10.9 | 12.1 | | 9.7 | 14.0 |
| | *(9.8,12.2)* | *(8.1,9.8)* | *(8.9,13.3)* | *(10.4,14.0)* | | *(9.0,10.5)* | *(11.7,16.6)* |
| Satisfied | 37.0 | 39.5 | 43.5 | 46.6 | | 38.2 | 42.5 |
| | *(35.3,38.7)* | *(37.8,41.1)* | *(40.5,46.6)* | *(43.3,50.0)* | | *(37.0,39.5)* | *(39.5,45.5)* |
| Neither satisfied nor dissatisfied | 21.4 | 19.3 | 16.5 | 16.8 | | 21.0 | 15.1 |
| | *(20.6,22.2)* | *(18.2,20.5)* | *(13.8,19.7)* | *(15.1,18.6)* | | *(20.3,21.6)* | *(13.4,16.9)* |
| Dissatisfied | 16.0 | 17.9 | 16.0 | 14.7 | | 16.7 | 15.2 |
| | *(15.0,17.0)* | *(16.6,19.4)* | *(14.1,18.2)* | *(12.1,17.6)* | | *(15.9,17.6)* | *(13.8,16.7)* |
| Very dissatisfied | 14.7 | 14.4 | 13.1 | 9.8 | | 14.4 | 13.3 |
| | *(13.7,15.9)* | *(13.4,15.4)* | *(11.0,15.5)* | *(8.4,11.5)* | | *(13.6,15.2)* | *(11.6,15.2)* |

**Table 51g.3**
*Satisfaction With Medical Care:  By Retirement/Separation*

51g.  How satisfied were you with each of the following while on active duty?  Medical care for you

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 41 | 104 | 5 | 315 | 5 | 194 |
| Responding on Item | 3,846 | 17,866 | 4,541 | 23,318 | 6,431 | 29,997 |
| Very satisfied | 7.3 | 11.3 | 7.7 | 11.4 | 8.5 | 10.1 |
| | (5.3,10.0) | (9.8,13.0) | (6.1,9.8) | (9.9,13.2) | (6.4,11.1) | (9.1,11.2) |
| Satisfied | 48.8 | 33.6 | 40.4 | 38.5 | 45.2 | 39.3 |
| | (43.9,53.8) | (30.9,36.4) | (36.2,44.7) | (36.5,40.6) | (42.4,48.0) | (37.0,41.6) |
| Neither satisfied nor dissatisfied | 14.8 | 19.0 | 19.8 | 21.2 | 18.9 | 20.8 |
| | (12.0,18.2) | (17.2,20.9) | (15.6,24.8) | (19.5,22.9) | (17.5,20.5) | (19.8,21.9) |
| Dissatisfied | 17.5 | 17.0 | 19.4 | 15.1 | 16.5 | 16.9 |
| | (13.9,21.8) | (15.7,18.5) | (15.7,23.8) | (13.9,16.3) | (13.8,19.7) | (15.6,18.3) |
| Very dissatisfied | 11.5 | 19.0 | 12.6 | 13.8 | 10.9 | 12.9 |
| | (9.3,14.1) | (17.4,20.7) | (8.7,18.0) | (12.5,15.2) | (7.8,14.9) | (11.8,14.1) |

**Table 51h.1**
*Satisfaction With Dental Care: By Service*

51h. How satisfied were you with each of the following while on active duty? Dental care for you

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,381 | 1,381 | 726 | 298 | 187 | 170 | 0 |
| Responding on Item | 85,497 | 84,611 | 36,636 | 19,134 | 11,251 | 17,590 | 886 |
| Very satisfied | 14.4 | 14.3 | 13.9 | 15.1 | 12.6 | 15.5 | 19.8 |
| | *(13.8,15.0)* | *(13.8,14.9)* | *(13.3,14.5)* | *(13.9,16.5)* | *(10.7,14.8)* | *(14.1,17.0)* | *(15.0,25.6)* |
| Satisfied | 45.8 | 45.7 | 43.3 | 47.2 | 42.0 | 51.4 | 54.3 |
| | *(44.8,46.8)* | *(44.7,46.7)* | *(42.3,44.3)* | *(44.6,49.8)* | *(39.5,44.4)* | *(48.6,54.1)* | *(50.8,57.8)* |
| Neither satisfied nor dissatisfied | 20.5 | 20.6 | 22.3 | 19.1 | 22.5 | 17.6 | 11.1 |
| | *(19.8,21.3)* | *(19.9,21.4)* | *(21.3,23.4)* | *(17.5,20.8)* | *(20.6,24.6)* | *(16.3,19.1)* | *(8.7,14.1)* |
| Dissatisfied | 10.3 | 10.4 | 10.2 | 11.0 | 11.2 | 9.5 | 6.2* |
| | *(9.7,11.0)* | *(9.8,11.0)* | *(9.5,11.0)* | *(9.3,12.9)* | *(10.2,12.3)* | *(8.1,11.1)* | *(2.0,17.5)* |
| Very dissatisfied | 9.0 | 9.0 | 10.4 | 7.5 | 11.6 | 6.0 | 8.6 |
| | *(8.4,9.6)* | *(8.4,9.6)* | *(9.5,11.2)* | *(6.5,8.7)* | *(10.3,13.1)* | *(4.8,7.5)* | *(6.3,11.7)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51h.2**
*Satisfaction With Dental Care: By Paygrade and Gender*

51h. How satisfied were you with each of the following while on active duty? Dental care for you

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,035 | 300 | 23 | 22 | 1,223 | 147 |
| Responding on Item | 45,619 | 28,729 | 5,695 | 5,405 | 72,758 | 12,598 |
| Very satisfied | 14.3 | 13.2 | 16.2 | 19.3 | 13.8 | 18.1 |
| | (13.6,15.0) | (12.1,14.3) | (13.8,18.9) | (17.3,21.4) | (13.1,14.4) | (15.9,20.5) |
| Satisfied | 43.2 | 48.1 | 48.5 | 52.1 | 44.9 | 50.9 |
| | (42.0,44.4) | (46.4,49.8) | (44.1,52.9) | (47.4,56.7) | (43.8,45.9) | (48.4,53.5) |
| Neither satisfied nor dissatisfied | 22.8 | 18.9 | 17.5 | 13.3 | 21.5 | 14.8 |
| | (21.8,23.8) | (17.9,20.0) | (14.0,21.7) | (11.8,15.0) | (20.7,22.4) | (13.3,16.5) |
| Dissatisfied | 9.9 | 11.3 | 10.5 | 9.0 | 10.6 | 9.0 |
| | (9.2,10.7) | (10.3,12.3) | (8.8,12.5) | (5.8,13.7) | (9.9,11.3) | (7.8,10.3) |
| Very dissatisfied | 9.8 | 8.5 | 7.4 | 6.4 | 9.3 | 7.2 |
| | (8.9,10.8) | (7.8,9.3) | (5.8,9.2) | (5.3,7.6) | (8.7,9.9) | (6.1,8.5) |

**Table 51h.3**
*Satisfaction With Dental Care: By Retirement/Separation*

51h. How satisfied were you with each of the following while on active duty? Dental care for you

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 45 | 257 | 16 | 536 | 65 | 431 |
| Responding on Item | 3,842 | 17,713 | 4,530 | 23,097 | 6,371 | 29,760 |
| Very satisfied | 16.4 | 15.6 | 15.7 | 14.4 | 12.7 | 13.5 |
| | *(14.0,19.1)* | *(13.6,17.9)* | *(13.2,18.5)* | *(12.5,16.6)* | *(10.6,15.0)* | *(12.4,14.7)* |
| Satisfied | 50.2 | 41.0 | 49.5 | 44.7 | 53.6 | 46.6 |
| | *(45.3,55.0)* | *(37.9,44.2)* | *(44.8,54.2)* | *(42.1,47.3)* | *(49.8,57.3)* | *(44.2,49.1)* |
| Neither satisfied nor dissatisfied | 14.0 | 20.6 | 16.3 | 21.6 | 16.4 | 22.1 |
| | *(11.9,16.4)* | *(19.0,22.3)* | *(13.3,19.7)* | *(20.1,23.2)* | *(14.0,19.0)* | *(20.5,23.6)* |
| Dissatisfied | 12.5 | 11.0 | 9.9 | 9.7 | 11.9 | 9.9 |
| | *(9.0,17.2)* | *(9.8,12.2)* | *(7.0,13.8)* | *(8.8,10.7)* | *(9.2,15.3)* | *(8.7,11.2)* |
| Very dissatisfied | 6.9 | 11.8 | 8.7 | 9.6 | 5.5 | 7.9 |
| | *(4.6,10.3)* | *(10.4,13.3)* | *(5.6,13.1)* | *(8.1,11.3)* | *(3.3,9.1)* | *(7.1,8.8)* |

**Table 51i.1**
*Satisfaction With Potential Retirement Pay: By Service*

51i. How satisfied were you with each of the following while on active duty? Retirement pay you would get

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 3,661 | 3,650 | 2,135 | 731 | 424 | 360 | 11 |
| Responding on Item | 83,217 | 82,342 | 35,227 | 18,701 | 11,014 | 17,400 | 875 |
| Very satisfied | 2.8 | 2.8 | 3.1 | 2.2 | 2.4 | 2.9 | 3.8* |
| | (2.4,3.1) | (2.4,3.1) | (2.6,3.7) | (1.8,2.7) | (1.7,3.3) | (2.2,3.9) | (0.6,19.6) |
| Satisfied | 17.0 | 16.9 | 13.7 | 18.7 | 15.4 | 22.4 | 27.5 |
| | (16.1,17.9) | (16.0,17.8) | (12.3,15.2) | (16.8,20.7) | (14.2,16.6) | (20.3,24.6) | (24.1,31.2) |
| Neither satisfied nor dissatisfied | 35.9 | 36.0 | 39.5 | 34.4 | 39.5 | 28.6 | 23.8 |
| | (35.0,36.9) | (35.1,37.0) | (38.4,40.7) | (32.7,36.1) | (36.3,42.7) | (25.9,31.5) | (18.1,30.5) |
| Dissatisfied | 20.8 | 20.8 | 18.5 | 22.2 | 19.5 | 24.9 | 23.8 |
| | (20.1,21.6) | (20.1,21.5) | (17.6,19.4) | (20.7,23.8) | (17.8,21.4) | (23.0,27.0) | (16.3,33.3) |
| Very dissatisfied | 23.5 | 23.5 | 25.2 | 22.6 | 23.3 | 21.2 | 21.3 |
| | (22.5,24.5) | (22.5,24.5) | (23.5,27.0) | (20.6,24.8) | (21.3,25.4) | (19.3,23.2) | (15.6,28.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51i.2**
*Satisfaction With Potential Retirement Pay: By Paygrade and Gender*

51i. How satisfied were you with each of the following while on active duty? Retirement pay you would get

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,822 | 659 | 114 | 64 | 2,943 | 699 |
| Responding on Item | 43,832 | 28,370 | 5,604 | 5,363 | 71,038 | 12,046 |
| Very satisfied | 2.6 | 1.8 | 3.8 | 8.2 | 2.7 | 3.1 |
| | *(2.1,3.2)* | *(1.5,2.1)* | *(2.6,5.6)* | *(7.0,9.5)* | *(2.4,3.1)* | *(1.9,4.8)* |
| Satisfied | 12.7 | 16.7 | 22.5 | 48.4 | 16.7 | 18.7 |
| | *(11.4,14.0)* | *(15.4,18.0)* | *(19.5,25.9)* | *(45.3,51.6)* | *(15.7,17.7)* | *(16.5,21.1)* |
| Neither satisfied nor dissatisfied | 43.3 | 28.9 | 27.4 | 21.4 | 35.5 | 38.5 |
| | *(42.0,44.6)* | *(27.5,30.4)* | *(24.3,30.6)* | *(17.9,25.4)* | *(34.5,36.5)* | *(35.8,41.4)* |
| Dissatisfied | 16.9 | 27.8 | 23.8 | 13.3 | 21.2 | 18.5 |
| | *(15.9,17.9)* | *(26.6,29.0)* | *(20.7,27.2)* | *(10.8,16.4)* | *(20.5,22.0)* | *(16.3,20.9)* |
| Very dissatisfied | 24.6 | 24.8 | 22.4 | 8.6 | 23.9 | 21.2 |
| | *(23.0,26.2)* | *(23.4,26.2)* | *(19.6,25.5)* | *(6.6,11.2)* | *(22.8,25.0)* | *(18.8,23.8)* |

**Table 51i.3**
*Satisfaction With Potential Retirement Pay: By Retirement/Separation*

51i. How satisfied were you with each of the following while on active duty? Retirement pay you would get

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 61 | 777 | 20 | 1,556 | 36 | 1,183 |
| Responding on Item | 3,826 | 17,193 | 4,526 | 22,077 | 6,400 | 29,008 |
| Very satisfied | 4.4 | 2.9 | 7.6 | 2.5 | 3.0 | 1.8 |
| | (3.1,6.2) | (2.1,4.1) | (5.7,10.0) | (1.8,3.6) | (2.1,4.3) | (1.4,2.4) |
| Satisfied | 38.6 | 13.3 | 33.0 | 13.3 | 34.4 | 12.7 |
| | (32.8,44.8) | (11.6,15.2) | (29.0,37.3) | (11.8,15.0) | (30.6,38.3) | (11.5,14.1) |
| Neither satisfied nor dissatisfied | 21.5 | 32.6 | 21.0 | 39.5 | 24.5 | 42.0 |
| | (18.2,25.3) | (30.6,34.8) | (17.4,25.0) | (37.6,41.5) | (19.9,29.7) | (40.0,44.0) |
| Dissatisfied | 25.0 | 21.1 | 23.9 | 18.9 | 23.3 | 20.6 |
| | (21.0,29.4) | (19.5,22.9) | (19.0,29.6) | (17.5,20.3) | (19.4,27.6) | (19.1,22.2) |
| Very dissatisfied | 10.5 | 30.0 | 14.5 | 25.8 | 14.9 | 22.8 |
| | (7.7,14.2) | (27.7,32.5) | (11.7,17.8) | (24.2,27.5) | (11.6,19.0) | (21.0,24.8) |

**Table 51j.1**
*Satisfaction With Cost of Living Adjustments to Retirement Pay:  By Service*

51j.  How satisfied were you with each of the following while on active duty?  Cost of living adjustments (COLA) to retirement pay

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 3,367 | 3,367 | 1,807 | 675 | 407 | 478 | | 0 |
| Responding on Item | 83,511 | 82,625 | 35,555 | 18,757 | 11,031 | 17,282 | | 886 |
| Very satisfied | 2.1 | 2.1 | 2.3 | 1.9 | 2.2 | 1.9 | | 4.9* |
| | (1.9,2.5) | (1.9,2.4) | (2.0,2.8) | (1.3,2.7) | (1.6,2.9) | (1.4,2.4) | | (0.8,24.6) |
| Satisfied | 15.7 | 15.8 | 14.7 | 16.3 | 15.3 | 17.7 | | 13.6 |
| | (14.9,16.6) | (14.9,16.6) | (13.8,15.6) | (14.1,18.7) | (13.5,17.2) | (15.4,20.2) | | (11.0,16.6) |
| Neither satisfied nor dissatisfied | 46.1 | 46.1 | 46.3 | 46.5 | 47.9 | 44.1 | | 42.0 |
| | (45.0,47.2) | (45.0,47.2) | (44.5,48.2) | (44.7,48.3) | (46.5,49.2) | (41.0,47.2) | | (41.0,43.0) |
| Dissatisfied | 17.8 | 17.7 | 16.6 | 18.7 | 15.6 | 20.0 | | 24.7 |
| | (17.0,18.6) | (16.9,18.5) | (15.5,17.8) | (16.8,20.8) | (14.0,17.3) | (18.1,22.2) | | (20.7,29.2) |
| Very dissatisfied | 18.3 | 18.3 | 20.0 | 16.6 | 19.1 | 16.3 | | 14.8* |
| | (17.2,19.5) | (17.2,19.5) | (17.8,22.3) | (15.0,18.4) | (17.4,21.0) | (14.4,18.5) | | (7.7,26.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51j.2**
*Satisfaction With Cost of Living Adjustments to Retirement Pay: By Paygrade and Gender*

51j. How satisfied were you with each of the following while on active duty? Cost of living adjustments (COLA) to retirement pay

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,306 | 766 | 186 | 109 | 2,679 | 669 |
| Responding on Item | 44,348 | 28,263 | 5,532 | 5,318 | 71,302 | 12,076 |
| Very satisfied | 2.1 | 1.7 | 3.0 | 4.0 | 2.1 | 2.7 |
| | *(1.7,2.6)* | *(1.3,2.2)* | *(2.1,4.4)* | *(2.9,5.5)* | *(1.8,2.4)* | *(1.9,3.7)* |
| Satisfied | 15.3 | 14.3 | 18.1 | 24.7 | 15.2 | 19.2 |
| | *(14.0,16.7)* | *(13.4,15.3)* | *(15.3,21.2)* | *(22.5,26.9)* | *(14.3,16.1)* | *(17.0,21.7)* |
| Neither satisfied nor dissatisfied | 49.2 | 42.9 | 45.7 | 37.0 | 45.9 | 46.5 |
| | *(47.6,50.8)* | *(41.0,44.8)* | *(42.0,49.4)* | *(34.3,39.8)* | *(44.7,47.1)* | *(44.3,48.6)* |
| Dissatisfied | 14.4 | 21.9 | 18.2 | 23.3 | 18.3 | 14.4 |
| | *(13.3,15.6)* | *(20.7,23.0)* | *(15.2,21.5)* | *(20.3,26.8)* | *(17.4,19.3)* | *(12.5,16.5)* |
| Very dissatisfied | 19.0 | 19.3 | 15.1 | 11.0 | 18.5 | 17.2 |
| | *(17.1,21.0)* | *(17.9,20.7)* | *(12.3,18.3)* | *(9.5,12.7)* | *(17.2,19.9)* | *(15.3,19.3)* |

**Table 51j.3**
*Satisfaction With Cost of Living Adjustments to Retirement Pay: By Retirement/Separation*

51j. How satisfied were you with each of the following while on active duty? Cost of living adjustments (COLA) to retirement pay

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 52 | 771 | 66 | 1,334 | 112 | 1,003 |
| Responding on Item | 3,835 | 17,199 | 4,480 | 22,299 | 6,324 | 29,188 |
| Very satisfied | 1.1* | 2.0 | 4.8 | 2.3 | 2.1* | 1.8 |
| | (0.6,2.1) | (1.5,2.6) | (3.2,7.1) | (1.8,3.0) | (1.2,3.9) | (1.3,2.4) |
| Satisfied | 22.2 | 14.9 | 21.9 | 15.8 | 17.0 | 14.1 |
| | (19.7,25.0) | (13.5,16.4) | (17.7,26.9) | (14.0,17.7) | (14.1,20.3) | (12.7,15.6) |
| Neither satisfied nor dissatisfied | 34.6 | 43.6 | 36.0 | 45.5 | 37.6 | 52.7 |
| | (29.7,39.9) | (41.0,46.3) | (30.9,41.5) | (42.9,48.1) | (34.5,40.8) | (51.1,54.4) |
| Dissatisfied | 27.2 | 16.8 | 23.9 | 16.6 | 28.0 | 14.9 |
| | (23.2,31.5) | (15.4,18.4) | (19.9,28.4) | (14.9,18.3) | (24.9,31.4) | (13.5,16.4) |
| Very dissatisfied | 14.8 | 22.6 | 13.4 | 19.8 | 15.3 | 16.5 |
| | (12.2,17.9) | (20.3,25.1) | (10.2,17.4) | (17.6,22.2) | (12.8,18.1) | (14.8,18.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51k.1**
*Satisfaction With Other Retirement Benefits: By Service*

51k. How satisfied were you with each of the following while on active duty? Other retirement benefits such as medical care and use of base services

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 3,633 | 3,633 | 2,119 | 654 | 489 | 371 | | 0 |
| Responding on Item | 83,245 | 82,359 | 35,243 | 18,778 | 10,949 | 17,389 | | 886 |
| Very satisfied | 3.3 | 3.3 | 3.6 | 2.7 | 3.6 | 3.0 | | 3.7* |
| | *(2.9,3.7)* | *(2.9,3.7)* | *(3.1,4.2)* | *(2.1,3.6)* | *(2.8,4.4)* | *(2.2,4.2)* | | *(1.9,7.2)* |
| Satisfied | 19.4 | 19.3 | 18.4 | 22.3 | 20.7 | 17.0 | | 23.5 |
| | *(18.3,20.5)* | *(18.2,20.5)* | *(16.6,20.4)* | *(19.8,25.1)* | *(19.1,22.4)* | *(15.3,18.9)* | | *(13.2,38.1)* |
| Neither satisfied nor dissatisfied | 42.8 | 43.0 | 44.9 | 42.3 | 48.5 | 36.3 | | 28.4 |
| | *(41.7,43.9)* | *(41.9,44.0)* | *(43.2,46.5)* | *(40.4,44.2)* | *(46.8,50.2)* | *(33.2,39.6)* | | *(22.3,35.4)* |
| Dissatisfied | 15.4 | 15.4 | 13.9 | 15.0 | 12.0 | 20.9 | | 22.2 |
| | *(14.6,16.3)* | *(14.5,16.3)* | *(12.8,15.1)* | *(13.4,16.8)* | *(10.8,13.4)* | *(18.3,23.8)* | | *(17.3,28.1)* |
| Very dissatisfied | 19.1 | 19.1 | 19.2 | 17.6 | 15.2 | 22.7 | | 22.2* |
| | *(18.1,20.1)* | *(18.1,20.1)* | *(17.6,21.1)* | *(15.8,19.7)* | *(14.0,16.5)* | *(20.8,24.8)* | | *(11.4,38.7)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51k.2**
*Satisfaction With Other Retirement Benefits:  By Paygrade and Gender*

51k.  How satisfied were you with each of the following while on active duty?  Other retirement benefits such as medical care and use of base services

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,553 | 849 | 154 | 76 | 2,959 | 656 |
| Responding on Item | 44,101 | 28,180 | 5,564 | 5,351 | 71,022 | 12,089 |
| Very satisfied | 3.9 | 2.5 | 3.1 | 2.3 | 3.2 | 3.9 |
| | (3.3,4.6) | (2.1,2.9) | (2.0,4.8) | (1.5,3.7) | (2.8,3.6) | (2.7,5.5) |
| Satisfied | 20.6 | 17.2 | 21.5 | 18.1 | 19.0 | 21.6 |
| | (19.0,22.4) | (16.2,18.2) | (19.3,23.9) | (12.2,26.1) | (17.8,20.2) | (19.3,24.0) |
| Neither satisfied nor dissatisfied | 50.1 | 36.5 | 35.7 | 23.0 | 42.6 | 43.6 |
| | (48.4,51.9) | (35.2,37.9) | (32.7,38.8) | (17.7,29.4) | (41.5,43.7) | (40.7,46.6) |
| Dissatisfied | 9.7 | 21.1 | 19.2 | 29.5 | 15.7 | 14.0 |
| | (8.7,10.8) | (19.4,22.8) | (17.0,21.6) | (27.7,31.4) | (14.8,16.6) | (11.9,16.5) |
| Very dissatisfied | 15.6 | 22.8 | 20.5 | 27.1 | 19.5 | 16.9 |
| | (14.0,17.3) | (21.9,23.7) | (17.7,23.7) | (23.8,30.7) | (18.4,20.6) | (14.6,19.5) |

**Table 51k.3**
*Satisfaction With Other Retirement Benefits: By Retirement/Separation*

51k. How satisfied were you with each of the following while on active duty? Other retirement benefits such as medical care and use of base services

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 52 | 850 | 40 | 1,415 | 34 | 1,213 |
| Responding on Item | 3,835 | 17,120 | 4,506 | 22,218 | 6,402 | 28,978 |
| Very satisfied | 1.4* | 3.8 | 5.2 | 3.7 | 2.1* | 2.8 |
| | (0.8,2.7) | (3.0,4.9) | (3.6,7.5) | (3.1,4.4) | (1.1,4.0) | (2.2,3.6) |
| Satisfied | 17.1 | 18.1 | 11.2 | 21.7 | 19.9 | 19.8 |
| | (14.1,20.5) | (16.8,19.5) | (8.9,14.1) | (19.7,23.8) | (14.9,26.1) | (17.4,22.4) |
| Neither satisfied nor dissatisfied | 24.4 | 41.9 | 19.4 | 47.7 | 22.4 | 50.2 |
| | (20.4,28.9) | (39.1,44.8) | (16.7,22.4) | (45.1,50.3) | (18.7,26.6) | (48.3,52.1) |
| Dissatisfied | 28.6 | 15.4 | 33.7 | 10.0 | 28.7 | 12.1 |
| | (25.8,31.6) | (13.5,17.6) | (28.4,39.5) | (9.0,11.0) | (24.9,32.8) | (11.1,13.2) |
| Very dissatisfied | 28.5 | 20.8 | 30.5 | 16.9 | 26.9 | 15.1 |
| | (24.6,32.7) | (18.9,22.9) | (24.9,36.7) | (15.4,18.4) | (22.8,31.3) | (13.3,17.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 5I1.1**
*Satisfaction With Pace of Promotions: By Service*

5I1. How satisfied were you with each of the following while on active duty? Pace of your promotions

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,634 | 1,634 | 962 | 277 | 198 | 198 | 0 |
| Responding on Item | 85,244 | 84,358 | 36,400 | 19,155 | 11,240 | 17,562 | 886 |
| Very satisfied | 5.3 | 5.3 | 5.1 | 5.5 | 9.7 | 2.7 | 7.4* |
| | (5.0,5.7) | (5.0,5.6) | (4.7,5.6) | (4.6,6.4) | (8.6,10.8) | (2.1,3.4) | (3.7,14.1) |
| Satisfied | 27.6 | 27.5 | 26.5 | 25.5 | 32.8 | 28.5 | 35.8 |
| | (26.7,28.6) | (26.6,28.5) | (25.1,28.0) | (23.3,27.8) | (31.2,34.4) | (26.6,30.6) | (20.6,54.5) |
| Neither satisfied nor dissatisfied | 24.8 | 24.8 | 26.1 | 21.2 | 22.0 | 27.9 | 24.7 |
| | (23.8,25.9) | (23.8,25.9) | (24.5,27.8) | (19.3,23.2) | (20.8,23.3) | (25.1,31.0) | (13.5,40.7) |
| Dissatisfied | 21.9 | 21.9 | 21.2 | 23.6 | 18.0 | 24.0 | 22.2 |
| | (20.8,23.0) | (20.8,23.0) | (19.6,22.9) | (21.6,25.7) | (16.7,19.3) | (20.9,27.4) | (14.4,32.6) |
| Very dissatisfied | 20.3 | 20.5 | 21.1 | 24.3 | 17.6 | 16.8 | 9.9 |
| | (19.7,21.0) | (19.8,21.2) | (20.1,22.1) | (22.9,25.7) | (16.2,19.0) | (15.0,18.9) | (9.6,10.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 511.2**
*Satisfaction With Pace of Promotions:  By Paygrade and Gender*

511.  How satisfied were you with each of the following while on active duty?  Pace of your promotions

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,154 | 388 | 41 | 51 | 1,405 | 219 |
| Responding on Item | 45,500 | 28,641 | 5,677 | 5,376 | 72,576 | 12,526 |
| Very satisfied | 2.8 | 9.0 | 5.1 | 6.9 | 5.4 | 4.7 |
| | (2.5,3.2) | (8.3,9.8) | (4.3,6.0) | (4.8,9.9) | (5.0,5.9) | (3.7,5.9) |
| Satisfied | 21.7 | 30.4 | 45.7 | 43.5 | 26.8 | 32.7 |
| | (20.4,23.2) | (29.0,31.8) | (42.8,48.6) | (38.9,48.3) | (25.8,27.8) | (30.0,35.5) |
| Neither satisfied nor dissatisfied | 29.1 | 18.6 | 23.8 | 22.7 | 24.6 | 26.3 |
| | (27.7,30.6) | (17.0,20.3) | (20.5,27.6) | (17.7,28.6) | (23.4,25.8) | (24.0,28.7) |
| Dissatisfied | 22.2 | 23.0 | 17.2 | 18.4 | 22.3 | 19.1 |
| | (20.7,23.8) | (21.0,25.2) | (15.5,19.1) | (16.2,21.0) | (21.1,23.6) | (17.3,21.0) |
| Very dissatisfied | 24.1 | 19.0 | 8.2 | 8.4 | 20.9 | 17.3 |
| | (23.1,25.2) | (17.7,20.3) | (6.5,10.3) | (6.9,10.2) | (20.2,21.6) | (15.3,19.4) |

**Table 511.3**
*Satisfaction With Pace of Promotions:  By Retirement/Separation*

511.  How satisfied were you with each of the following while on active duty?  Pace of your promotions

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 77 | 383 | 20 | 644 | 77 | 401 |
| Responding on Item | 3,810 | 17,587 | 4,526 | 22,989 | 6,359 | 29,790 |
| Very satisfied | 3.1 | 5.1 | 6.9 | 5.5 | 4.1 | 5.6 |
| | (2.0,4.7) | (4.5,5.8) | (5.0,9.5) | (4.9,6.3) | (2.4,7.0) | (4.9,6.3) |
| Satisfied | 29.2 | 24.3 | 32.2 | 28.4 | 27.3 | 28.0 |
| | (26.0,32.6) | (22.4,26.4) | (27.1,37.7) | (27.0,29.8) | (23.9,31.0) | (26.4,29.7) |
| Neither satisfied nor dissatisfied | 17.2 | 24.8 | 17.8 | 27.6 | 19.6 | 25.9 |
| | (13.9,21.2) | (22.7,27.0) | (13.6,23.0) | (25.9,29.3) | (15.9,24.0) | (24.1,27.7) |
| Dissatisfied | 30.0 | 21.2 | 24.2 | 19.4 | 26.5 | 22.0 |
| | (25.0,35.5) | (19.6,22.9) | (20.4,28.5) | (17.5,21.4) | (23.1,30.2) | (20.4,23.6) |
| Very dissatisfied | 20.5 | 24.5 | 18.8 | 19.1 | 22.4 | 18.6 |
| | (17.7,23.7) | (22.8,26.4) | (14.6,24.0) | (17.8,20.4) | (19.6,25.5) | (17.2,20.1) |

**Table 51m.1**
*Satisfaction With Chances for Future Advancement: By Service*

51m. How satisfied were you with each of the following while on active duty? Chances for future advancement

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,260 | 1,249 | 736 | 221 | 166 | 127 | | 11 |
| Responding on Item | 85,618 | 84,743 | 36,626 | 19,211 | 11,272 | 17,633 | | 875 |
| Very satisfied | 4.8 | 4.8 | 5.5 | 3.8 | 6.8 | 3.0 | | 10.0* |
| | (4.4,5.3) | (4.4,5.2) | (4.9,6.2) | (3.0,4.9) | (5.8,7.9) | (2.2,4.1) | | (3.6,25.0) |
| Satisfied | 27.8 | 27.7 | 28.0 | 24.0 | 32.7 | 28.1 | | 37.5 |
| | (26.8,28.9) | (26.7,28.7) | (26.4,29.6) | (21.6,26.5) | (30.5,34.9) | (26.3,29.9) | | (19.7,59.4) |
| Neither satisfied nor dissatisfied | 29.4 | 29.5 | 30.0 | 25.2 | 30.9 | 32.3 | | 21.3* |
| | (28.4,30.5) | (28.5,30.6) | (28.2,31.9) | (23.6,26.9) | (29.2,32.7) | (29.6,35.2) | | (7.6,47.1) |
| Dissatisfied | 19.9 | 19.9 | 19.1 | 23.5 | 15.1 | 20.9 | | 18.8 |
| | (19.1,20.8) | (19.1,20.9) | (18.3,19.8) | (21.2,26.0) | (13.6,16.8) | (18.2,23.9) | | (17.3,20.3) |
| Very dissatisfied | 18.0 | 18.0 | 17.4 | 23.4 | 14.6 | 15.6 | | 12.5* |
| | (17.2,18.8) | (17.2,18.8) | (16.4,18.4) | (21.5,25.5) | (13.2,16.1) | (13.7,17.8) | | (5.9,24.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51m.2**
*Satisfaction With Chances for Future Advancement:  By Paygrade and Gender*

51m.  How satisfied were you with each of the following while on active duty?  Chances for future advancement

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 857 | 297 | 37 | 71 | 1,099 | 142 |
| Responding on Item | 45,797 | 28,732 | 5,681 | 5,356 | 72,882 | 12,603 |
| Very satisfied | 3.1 | 6.6 | 8.1 | 6.1 | 4.9 | 4.7 |
| | (2.6,3.8) | (6.0,7.3) | (6.6,9.9) | (3.7,9.9) | (4.4,5.3) | (3.6,6.0) |
| Satisfied | 24.0 | 28.7 | 46.9 | 35.3 | 27.0 | 32.5 |
| | (22.6,25.6) | (27.2,30.2) | (43.4,50.4) | (31.0,40.0) | (25.9,28.2) | (29.9,35.2) |
| Neither satisfied nor dissatisfied | 33.5 | 24.9 | 23.7 | 25.4 | 29.6 | 28.6 |
| | (31.8,35.1) | (23.6,26.3) | (20.4,27.4) | (21.0,30.5) | (28.4,30.8) | (26.3,30.9) |
| Dissatisfied | 19.9 | 21.5 | 13.7 | 18.2 | 20.2 | 18.4 |
| | (18.8,21.0) | (19.8,23.4) | (11.5,16.2) | (15.6,21.1) | (19.1,21.2) | (16.5,20.6) |
| Very dissatisfied | 19.5 | 18.3 | 7.6 | 15.0 | 18.4 | 15.9 |
| | (18.5,20.5) | (16.9,19.7) | (6.1,9.3) | (11.1,19.9) | (17.5,19.2) | (14.3,17.6) |

**Table 51m.3**
*Satisfaction With Chances for Future Advancement: By Retirement/Separation*

51m. How satisfied were you with each of the following while on active duty? Chances for future advancement

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 59 | 223 | 56 | 533 | 79 | 283 |
| Responding on Item | 3,828 | 17,747 | 4,490 | 23,100 | 6,357 | 29,908 |
| Very satisfied | 4.3 | 5.0 | 5.6* | 5.2 | 3.4 | 4.7 |
| | *(2.8,6.6)* | *(4.4,5.7)* | *(3.0,10.4)* | *(4.4,6.1)* | *(2.5,4.6)* | *(4.0,5.4)* |
| Satisfied | 23.5 | 25.4 | 28.3 | 28.8 | 23.5 | 29.9 |
| | *(19.3,28.2)* | *(23.6,27.2)* | *(22.1,35.6)* | *(26.9,30.7)* | *(19.6,28.0)* | *(27.8,32.0)* |
| Neither satisfied nor dissatisfied | 27.6 | 27.8 | 23.6 | 32.4 | 25.5 | 30.1 |
| | *(23.2,32.5)* | *(25.9,29.8)* | *(19.7,28.0)* | *(30.1,34.8)* | *(21.9,29.4)* | *(28.1,32.2)* |
| Dissatisfied | 23.9 | 20.2 | 20.1 | 17.6 | 23.6 | 20.3 |
| | *(20.0,28.2)* | *(18.6,21.8)* | *(15.5,25.7)* | *(15.9,19.4)* | *(20.3,27.4)* | *(18.8,21.9)* |
| Very dissatisfied | 20.7 | 21.7 | 22.3 | 16.0 | 23.9 | 15.0 |
| | *(17.2,24.8)* | *(19.6,23.9)* | *(17.1,28.6)* | *(14.7,17.3)* | *(20.4,27.7)* | *(13.9,16.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51n.1**
*Satisfaction With Training and Professional Development:  By Service*

51n.  How satisfied were you with each of the following while on active duty?  Training and professional development

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,029 | 1,018 | 601 | 155 | 154 | 107 | 11 |
| Responding on Item | 85,849 | 84,974 | 36,761 | 19,277 | 11,284 | 17,653 | 875 |
| Very satisfied | 7.1 | 7.1 | 6.2 | 7.2 | 9.4 | 7.3 | 8.8* |
| | (6.4,7.8) | (6.4,7.8) | (5.4,7.2) | (5.4,9.5) | (7.7,11.6) | (6.2,8.6) | (2.3,28.5) |
| Satisfied | 38.0 | 38.0 | 33.2 | 40.4 | 38.1 | 45.3 | 38.8 |
| | (37.1,39.0) | (37.1,38.9) | (32.0,34.5) | (39.0,41.8) | (35.8,40.4) | (42.2,48.3) | (20.4,61.0) |
| Neither satisfied nor dissatisfied | 26.3 | 26.3 | 27.3 | 25.7 | 28.6 | 23.4 | 21.3 |
| | (25.4,27.1) | (25.5,27.2) | (26.1,28.5) | (24.2,27.4) | (26.6,30.6) | (21.0,26.0) | (11.6,35.7) |
| Dissatisfied | 16.9 | 16.8 | 18.9 | 16.2 | 14.9 | 14.5 | 22.5 |
| | (16.0,17.8) | (16.0,17.7) | (17.6,20.2) | (14.1,18.6) | (13.7,16.1) | (12.7,16.4) | (14.2,33.7) |
| Very dissatisfied | 11.8 | 11.8 | 14.4 | 10.5 | 9.1 | 9.5 | 8.8* |
| | (11.2,12.3) | (11.2,12.4) | (13.6,15.2) | (9.4,11.7) | (7.8,10.5) | (8.2,11.1) | (2.3,28.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51n.2**
*Satisfaction With Training and Professional Development: By Paygrade and Gender*

51n. How satisfied were you with each of the following while on active duty? Training and professional development

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 716 | 280 | 26 | 7 | 884 | 134 |
| Responding on Item | 45,938 | 28,749 | 5,692 | 5,420 | 73,097 | 12,611 |
| Very satisfied | 5.4 | 8.2 | 8.8 | 14.1 | 7.2 | 6.8 |
| | *(4.6,6.2)* | *(6.9,9.8)* | *(6.2,12.3)* | *(11.5,17.1)* | *(6.4,8.0)* | *(5.6,8.4)* |
| Satisfied | 31.6 | 44.4 | 43.1 | 53.3 | 37.7 | 39.8 |
| | *(30.3,32.9)* | *(42.6,46.2)* | *(40.6,45.6)* | *(50.0,56.6)* | *(36.7,38.7)* | *(37.1,42.6)* |
| Neither satisfied nor dissatisfied | 28.8 | 24.8 | 21.4 | 17.3 | 26.5 | 24.6 |
| | *(27.5,30.2)* | *(23.6,25.9)* | *(18.9,24.1)* | *(15.1,19.7)* | *(25.7,27.4)* | *(22.1,27.3)* |
| Dissatisfied | 18.7 | 14.8 | 18.8 | 10.1 | 16.8 | 17.1 |
| | *(17.4,20.1)* | *(13.6,16.1)* | *(16.4,21.3)* | *(7.1,14.2)* | *(15.9,17.8)* | *(15.2,19.2)* |
| Very dissatisfied | 15.5 | 7.8 | 8.0 | 5.2 | 11.8 | 11.6 |
| | *(14.6,16.4)* | *(6.9,8.8)* | *(6.8,9.4)* | *(3.9,6.8)* | *(11.2,12.5)* | *(10.4,13.1)* |

**Table 51n.3**
*Satisfaction With Training and Professional Development: By Retirement/Separation*

51n.  How satisfied were you with each of the following while on active duty?  Training and professional development

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 41 | 270 | 14 | 436 | 27 | 215 |
| Responding on Item | 3,846 | 17,700 | 4,532 | 23,197 | 6,409 | 29,976 |
| Very satisfied | 11.6 | 6.0 | 12.7 | 6.5 | 10.1 | 6.1 |
| | (8.7,15.4) | (5.1,7.1) | (10.1,16.0) | (5.4,8.0) | (6.7,15.1) | (5.4,6.9) |
| Satisfied | 49.5 | 33.3 | 47.7 | 34.4 | 50.2 | 37.9 |
| | (44.0,55.1) | (31.1,35.5) | (42.5,52.9) | (32.8,36.0) | (43.4,57.0) | (36.4,39.5) |
| Neither satisfied nor dissatisfied | 22.2 | 25.0 | 20.1 | 28.9 | 24.9 | 26.7 |
| | (18.5,26.3) | (22.6,27.5) | (16.7,24.0) | (27.2,30.8) | (20.5,29.8) | (24.9,28.6) |
| Dissatisfied | 10.1 | 18.0 | 11.9 | 18.3 | 9.8 | 18.3 |
| | (7.3,14.0) | (15.9,20.4) | (9.6,14.7) | (16.9,19.9) | (7.5,12.7) | (16.9,19.7) |
| Very dissatisfied | 6.6 | 17.7 | 7.6 | 11.8 | 5.0 | 11.0 |
| | (4.3,9.9) | (15.4,20.2) | (5.1,11.1) | (10.6,13.1) | (3.4,7.1) | (9.6,12.5) |

**Table 51o.1**
*Satisfaction With Type of Assignments Received: By Service*

51o. How satisfied were you with each of the following while on active duty? Type of assignments received

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,271 | 1,249 | 722 | 205 | 170 | 153 | | 22 |
| Responding on Item | 85,607 | 84,743 | 36,640 | 19,227 | 11,268 | 17,607 | | 864 |
| Very satisfied | 8.2 | 8.1 | 7.0 | 7.3 | 9.1 | 10.6 | | 16.5* |
| | (7.6,8.8) | (7.6,8.7) | (6.3,7.8) | (6.4,8.2) | (7.3,11.1) | (9.3,12.2) | | (7.7,31.6) |
| Satisfied | 34.3 | 34.2 | 28.8 | 38.5 | 33.1 | 41.3 | | 46.8 |
| | (33.3,35.3) | (33.2,35.1) | (27.6,30.0) | (37.1,40.0) | (30.6,35.7) | (38.1,44.5) | | (27.7,67.0) |
| Neither satisfied nor dissatisfied | 26.6 | 26.6 | 28.0 | 27.2 | 31.2 | 20.1 | | 21.5* |
| | (25.3,27.9) | (25.3,28.0) | (25.7,30.5) | (25.6,28.9) | (29.3,33.3) | (17.1,23.4) | | (7.1,49.6) |
| Dissatisfied | 16.4 | 16.4 | 18.1 | 15.4 | 15.5 | 14.7 | | 7.6 |
| | (15.6,17.1) | (15.7,17.2) | (17.0,19.3) | (13.7,17.3) | (13.9,17.2) | (13.3,16.2) | | (7.4,7.8) |
| Very dissatisfied | 14.6 | 14.7 | 18.1 | 11.5 | 11.2 | 13.3 | | 7.6* |
| | (13.7,15.5) | (13.8,15.6) | (16.4,19.8) | (10.1,13.1) | (10.0,12.5) | (11.7,15.1) | | (2.1,24.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51o.2**
*Satisfaction With Type of Assignments Received: By Paygrade and Gender*

51o. How satisfied were you with each of the following while on active duty? Type of assignments received

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 945 | 263 | 39 | 27 | | 1,080 | 190 |
| Responding on Item | 45,709 | 28,766 | 5,679 | 5,400 | | 72,901 | 12,555 |
| Very satisfied | 4.8 | 10.0 | 13.3 | 21.7 | | 8.2 | 7.9 |
| | *(4.1,5.5)* | *(9.2,10.9)* | *(10.8,16.3)* | *(19.0,24.6)* | | *(7.6,8.9)* | *(6.7,9.4)* |
| Satisfied | 25.8 | 42.7 | 38.5 | 56.8 | | 34.0 | 36.1 |
| | *(24.5,27.1)* | *(41.0,44.5)* | *(34.4,42.9)* | *(53.0,60.6)* | | *(33.0,35.0)* | *(33.7,38.6)* |
| Neither satisfied nor dissatisfied | 31.2 | 23.2 | 20.3 | 12.4 | | 26.7 | 25.5 |
| | *(28.9,33.5)* | *(21.9,24.5)* | *(17.6,23.2)* | *(10.4,14.8)* | | *(25.4,28.2)* | *(22.8,28.5)* |
| Dissatisfied | 18.5 | 14.5 | 18.3 | 5.6 | | 16.3 | 16.7 |
| | *(17.4,19.7)* | *(13.5,15.6)* | *(15.5,21.4)* | *(4.1,7.6)* | | *(15.5,17.1)* | *(15.3,18.3)* |
| Very dissatisfied | 19.7 | 9.5 | 9.6 | 3.5 | | 14.8 | 13.7 |
| | *(18.2,21.3)* | *(8.6,10.5)* | *(8.0,11.5)* | *(2.8,4.4)* | | *(13.8,15.9)* | *(12.3,15.1)* |

**Table 51o.3**
*Satisfaction With Type of Assignments Received: By Retirement/Separation*

51o. How satisfied were you with each of the following while on active duty? Type of assignments received

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 35 | 351 | 5 | 484 | 54 | 318 |
| Responding on Item | 3,852 | 17,619 | 4,541 | 23,149 | 6,382 | 29,873 |
| Very satisfied | 15.0 | 7.3 | 19.9 | 6.0 | 13.0 | 6.7 |
| | (11.1,20.0) | (6.4,8.3) | (17.1,23.1) | (4.8,7.4) | (11.1,15.1) | (5.9,7.6) |
| Satisfied | 54.5 | 27.2 | 53.2 | 30.0 | 54.1 | 32.1 |
| | (48.7,60.1) | (25.5,29.0) | (49.0,57.4) | (28.3,31.8) | (50.9,57.1) | (30.7,33.4) |
| Neither satisfied nor dissatisfied | 16.2 | 26.4 | 12.1 | 29.7 | 20.3 | 29.0 |
| | (12.6,20.7) | (24.8,28.1) | (9.2,15.7) | (27.7,31.8) | (18.2,22.6) | (26.9,31.2) |
| Dissatisfied | 9.2 | 17.8 | 8.5 | 18.2 | 8.1 | 18.0 |
| | (7.5,11.1) | (16.3,19.5) | (5.6,12.9) | (17.1,19.4) | (6.8,9.6) | (16.3,19.8) |
| Very dissatisfied | 5.1 | 21.3 | 6.2 | 16.1 | 4.5 | 14.2 |
| | (3.7,7.1) | (19.3,23.3) | (4.3,8.8) | (14.5,17.8) | (3.2,6.3) | (13.3,15.2) |

**Table 51p.1**
*Satisfaction With Deployments: By Service*

51p. How satisfied were you with each of the following while on active duty? Deployments

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,284 | 2,252 | 1,261 | 348 | 295 | 346 | | 33 |
| Responding on Item | 84,594 | 83,740 | 36,101 | 19,084 | 11,143 | 17,414 | | 853 |
| Very satisfied | 5.7 | 5.7 | 6.0 | 3.7 | 11.2 | 3.8 | | 3.8* |
| | (5.3,6.1) | (5.3,6.1) | (5.3,6.7) | (3.0,4.6) | (9.7,13.0) | (3.2,4.4) | | (0.6,20.1) |
| Satisfied | 26.9 | 26.8 | 24.6 | 29.0 | 30.4 | 26.7 | | 30.8* |
| | (25.9,27.9) | (25.8,27.8) | (22.9,26.4) | (27.0,31.0) | (29.5,31.2) | (24.7,28.9) | | (14.2,54.3) |
| Neither satisfied nor dissatisfied | 34.8 | 34.7 | 36.3 | 31.0 | 30.7 | 38.1 | | 42.3 |
| | (33.6,36.1) | (33.5,36.0) | (33.9,38.8) | (29.1,33.0) | (28.7,32.8) | (35.9,40.4) | | (28.1,57.9) |
| Dissatisfied | 15.9 | 15.9 | 16.0 | 18.2 | 13.3 | 14.9 | | 12.8 |
| | (15.1,16.7) | (15.1,16.8) | (14.8,17.2) | (16.1,20.5) | (11.9,14.8) | (13.2,16.9) | | (8.1,19.6) |
| Very dissatisfied | 16.8 | 16.8 | 17.1 | 18.1 | 14.3 | 16.4 | | 10.3* |
| | (15.9,17.7) | (16.0,17.7) | (16.0,18.4) | (15.8,20.7) | (13.3,15.5) | (14.7,18.3) | | (1.7,42.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51p.2**
*Satisfaction With Deployments:  By Paygrade and Gender*

51p.  How satisfied were you with each of the following while on active duty?  Deployments

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,456 | 616 | 92 | 116 | 1,793 | 463 |
| Responding on Item | 45,198 | 28,413 | 5,626 | 5,311 | 72,188 | 12,282 |
| Very satisfied | 5.9 | 5.1 | 5.8 | 6.1 | 5.8 | 5.2 |
| | (5.3,6.5) | (4.6,5.8) | (4.2,8.0) | (4.8,7.7) | (5.3,6.3) | (4.1,6.4) |
| Satisfied | 23.4 | 30.2 | 30.0 | 35.7 | 27.3 | 23.9 |
| | (21.8,25.0) | (28.7,31.7) | (26.8,33.4) | (33.0,38.6) | (26.2,28.5) | (21.9,26.1) |
| Neither satisfied nor dissatisfied | 35.7 | 33.0 | 33.4 | 38.7 | 33.6 | 41.8 |
| | (33.6,37.9) | (31.4,34.5) | (29.6,37.4) | (36.8,40.6) | (32.2,35.1) | (39.6,44.0) |
| Dissatisfied | 15.8 | 17.1 | 16.7 | 9.2 | 16.6 | 11.6 |
| | (14.7,17.0) | (15.6,18.6) | (14.3,19.5) | (6.9,12.1) | (15.7,17.5) | (9.9,13.7) |
| Very dissatisfied | 19.2 | 14.7 | 14.0 | 10.4 | 16.7 | 17.4 |
| | (18.0,20.5) | (13.3,16.1) | (11.6,16.9) | (8.5,12.6) | (15.8,17.7) | (15.1,20.1) |

**Table 51p.3**
*Satisfaction With Deployments: By Retirement/Separation*

51p. How satisfied were you with each of the following while on active duty? Deployments

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 79 | 490 | 104 | 804 | 98 | 676 |
| Responding on Item | 3,808 | 17,480 | 4,442 | 22,829 | 6,338 | 29,515 |
| Very satisfied | 4.4 | 4.9 | 5.9 | 5.8 | 4.9 | 6.3 |
| | (2.8,6.8) | (4.1,5.8) | (4.2,8.1) | (5.0,6.8) | (3.7,6.6) | (5.5,7.2) |
| Satisfied | 38.6 | 23.2 | 39.4 | 24.8 | 31.7 | 26.1 |
| | (32.9,44.7) | (21.6,25.0) | (36.4,42.5) | (23.0,26.7) | (28.5,35.0) | (24.6,27.6) |
| Neither satisfied nor dissatisfied | 32.2 | 32.2 | 31.5 | 36.0 | 40.4 | 35.1 |
| | (29.3,35.2) | (30.1,34.4) | (26.6,36.9) | (33.7,38.3) | (38.0,42.8) | (33.4,36.8) |
| Dissatisfied | 15.0 | 18.4 | 10.9 | 15.4 | 12.9 | 16.4 |
| | (12.2,18.3) | (16.7,20.1) | (8.4,14.0) | (14.1,16.8) | (9.3,17.5) | (14.9,18.0) |
| Very dissatisfied | 9.8 | 21.3 | 12.3 | 18.0 | 10.1 | 16.2 |
| | (7.0,13.6) | (19.4,23.3) | (9.8,15.4) | (16.7,19.3) | (7.4,13.7) | (15.2,17.2) |

**Table 51q.1**
*Satisfaction With Other Military Duties Away From Permanent Duty Station: By Service*

51q. How satisfied were you with each of the following while on active duty? Other military duties that take you away from permanent duty station

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,435 | 1,424 | 679 | 346 | 179 | 220 | 11 |
| Responding on Item | 85,443 | 84,568 | 36,683 | 19,086 | 11,259 | 17,540 | 875 |
| Very satisfied | 3.3 | 3.3 | 3.6 | 1.9 | 5.6 | 2.7 | 3.8* |
| | *(3.0,3.6)* | *(3.0,3.6)* | *(3.2,4.1)* | *(1.5,2.3)* | *(4.6,6.9)* | *(2.1,3.6)* | *(1.9,7.4)* |
| Satisfied | 22.7 | 22.7 | 20.6 | 22.5 | 25.7 | 25.3 | 26.3* |
| | *(22.0,23.5)* | *(21.9,23.4)* | *(19.6,21.6)* | *(20.7,24.4)* | *(23.9,27.5)* | *(23.6,27.1)* | *(12.3,47.4)* |
| Neither satisfied nor dissatisfied | 45.8 | 45.7 | 44.5 | 46.6 | 46.3 | 46.9 | 53.8 |
| | *(44.8,46.8)* | *(44.7,46.7)* | *(42.7,46.3)* | *(44.7,48.4)* | *(44.1,48.4)* | *(44.7,49.2)* | *(44.1,63.1)* |
| Dissatisfied | 14.4 | 14.5 | 15.7 | 15.1 | 10.8 | 13.8 | 7.5* |
| | *(13.7,15.2)* | *(13.8,15.3)* | *(14.4,17.1)* | *(13.7,16.7)* | *(9.6,12.1)* | *(12.7,15.0)* | *(4.1,13.4)* |
| Very dissatisfied | 13.7 | 13.8 | 15.6 | 13.9 | 11.6 | 11.2 | 8.8* |
| | *(13.1,14.4)* | *(13.2,14.4)* | *(14.9,16.4)* | *(12.3,15.7)* | *(10.4,12.9)* | *(9.7,13.0)* | *(3.9,18.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51q.2**
*Satisfaction With Other Military Duties Away From Permanent Duty Station:  By Paygrade and Gender*

51q.  How satisfied were you with each of the following while on active duty?  Other military duties that take you away from permanent duty station

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,075 | 266 | 48 | 47 | 1,126 | 299 |
| Responding on Item | 45,579 | 28,763 | 5,670 | 5,380 | 72,855 | 12,446 |
| Very satisfied | 3.6 | 3.0 | 2.8 | 2.7 | 3.3 | 3.5 |
| | *(3.2,4.1)* | *(2.6,3.4)* | *(1.8,4.3)* | *(1.9,3.7)* | *(3.0,3.6)* | *(2.6,4.8)* |
| Satisfied | 17.9 | 26.4 | 29.4 | 37.2 | 22.6 | 23.4 |
| | *(16.8,19.0)* | *(25.2,27.6)* | *(26.9,32.0)* | *(34.0,40.5)* | *(21.8,23.4)* | *(21.3,25.7)* |
| Neither satisfied nor dissatisfied | 47.5 | 45.0 | 40.9 | 40.3 | 45.2 | 49.6 |
| | *(45.9,49.2)* | *(43.5,46.6)* | *(37.4,44.6)* | *(37.2,43.4)* | *(44.0,46.3)* | *(47.1,52.0)* |
| Dissatisfied | 14.0 | 14.6 | 17.7 | 14.0 | 15.0 | 10.8 |
| | *(12.8,15.2)* | *(13.7,15.5)* | *(14.9,20.9)* | *(11.7,16.6)* | *(14.2,15.9)* | *(9.3,12.6)* |
| Very dissatisfied | 17.0 | 11.0 | 9.2 | 5.8 | 13.9 | 12.6 |
| | *(16.1,18.0)* | *(9.8,12.2)* | *(7.5,11.2)* | *(4.2,8.0)* | *(13.3,14.6)* | *(10.3,15.4)* |

**Table 51q.3**
*Satisfaction With Other Military Duties Away From Permanent Duty Station: By Retirement/Separation*

51q. How satisfied were you with each of the following while on active duty? Other military duties that take you away from permanent duty station

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 39 | 271 | 37 | 621 | 47 | 384 |
| Responding on Item | 3,848 | 17,699 | 4,509 | 23,012 | 6,389 | 29,807 |
| Very satisfied | 2.3* | 3.6 | 3.3 | 3.2 | 2.4 | 3.5 |
| | (1.3,4.1) | (2.9,4.6) | (2.0,5.5) | (2.7,3.9) | (1.4,3.9) | (3.1,4.0) |
| Satisfied | 37.4 | 18.7 | 37.6 | 19.6 | 30.6 | 21.6 |
| | (33.7,41.1) | (16.9,20.6) | (34.4,40.8) | (18.3,21.0) | (27.8,33.4) | (20.4,23.0) |
| Neither satisfied nor dissatisfied | 40.5 | 43.4 | 39.9 | 47.6 | 45.2 | 47.6 |
| | (36.2,45.0) | (41.1,45.7) | (35.4,44.5) | (45.9,49.3) | (42.3,48.2) | (45.4,49.7) |
| Dissatisfied | 12.5 | 15.8 | 10.4 | 14.4 | 15.1 | 14.4 |
| | (9.4,16.6) | (14.2,17.6) | (8.0,13.5) | (12.9,16.0) | (11.9,18.9) | (13.3,15.6) |
| Very dissatisfied | 7.3 | 18.5 | 8.8 | 15.2 | 6.7 | 12.9 |
| | (5.3,10.0) | (16.3,20.9) | (5.9,12.8) | (13.8,16.6) | (4.6,9.8) | (11.8,14.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51r.1**
*Satisfaction With Availability of Equipment, Parts, and Resources: By Service*

51r. How satisfied were you with each of the following while on active duty? Availability of equipment, parts, and resources

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,042 | 1,042 | 586 | 200 | 142 | 115 | 0 |
| Responding on Item | 85,836 | 84,950 | 36,776 | 19,232 | 11,296 | 17,645 | 886 |
| Very satisfied | 2.1 | 2.2 | 2.4 | 1.6 | 1.6 | 2.5 | 1.2* |
| | (1.9,2.4) | (1.9,2.5) | (2.0,2.9) | (1.2,2.2) | (1.2,2.2) | (1.8,3.5) | (0.2,6.9) |
| Satisfied | 17.4 | 17.3 | 14.8 | 17.5 | 12.7 | 25.0 | 29.6 |
| | (16.6,18.2) | (16.5,18.0) | (13.9,15.8) | (16.1,19.1) | (11.4,14.1) | (22.6,27.5) | (24.4,35.5) |
| Neither satisfied nor dissatisfied | 27.9 | 27.9 | 26.8 | 28.6 | 27.5 | 29.8 | 25.9 |
| | (26.9,28.9) | (26.9,29.0) | (25.7,28.1) | (25.9,31.5) | (26.1,28.9) | (27.1,32.6) | (24.2,27.8) |
| Dissatisfied | 29.8 | 29.8 | 30.8 | 29.6 | 32.3 | 26.3 | 33.3 |
| | (28.9,30.8) | (28.9,30.7) | (29.8,31.8) | (27.3,32.1) | (30.8,33.9) | (23.7,29.0) | (25.8,41.8) |
| Very dissatisfied | 22.7 | 22.9 | 25.2 | 22.6 | 25.8 | 16.4 | 9.9* |
| | (21.9,23.5) | (22.1,23.7) | (24.2,26.1) | (20.8,24.5) | (24.0,27.8) | (14.3,18.8) | (2.4,32.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51r.2**
*Satisfaction With Availability of Equipment, Parts, and Resources: By Paygrade and Gender*

51r. How satisfied were you with each of the following while on active duty? Availability of equipment, parts, and resources

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 696 | 270 | 46 | 32 | 904 | 127 |
| Responding on Item | 45,958 | 28,759 | 5,672 | 5,395 | 73,077 | 12,618 |
| Very satisfied | 2.4 | 1.7 | 1.2* | 2.9 | 2.1 | 2.7 |
| | *(2.0,2.9)* | *(1.4,2.1)* | *(0.5,2.5)* | *(2.1,4.0)* | *(1.8,2.4)* | *(1.9,3.8)* |
| Satisfied | 16.5 | 17.5 | 17.0 | 25.1 | 16.5 | 22.6 |
| | *(15.5,17.5)* | *(16.3,18.8)* | *(14.8,19.5)* | *(20.7,30.1)* | *(15.8,17.3)* | *(19.8,25.7)* |
| Neither satisfied nor dissatisfied | 29.7 | 26.2 | 23.3 | 27.2 | 27.3 | 31.6 |
| | *(28.5,30.9)* | *(24.3,28.2)* | *(21.3,25.4)* | *(22.1,33.0)* | *(26.2,28.3)* | *(29.1,34.3)* |
| Dissatisfied | 26.4 | 33.5 | 36.9 | 31.7 | 30.5 | 25.5 |
| | *(25.5,27.4)* | *(31.5,35.6)* | *(33.3,40.7)* | *(27.4,36.4)* | *(29.5,31.6)* | *(23.1,28.1)* |
| Very dissatisfied | 25.0 | 21.1 | 21.6 | 13.0 | 23.6 | 17.5 |
| | *(23.9,26.2)* | *(20.0,22.2)* | *(18.4,25.1)* | *(10.2,16.5)* | *(22.8,24.5)* | *(15.6,19.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51r.3**
*Satisfaction With Availability of Equipment, Parts, and Resources: By Retirement/Separation*

51r. How satisfied were you with each of the following while on active duty? Availability of equipment, parts, and resources

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 35 | 262 | 29 | 430 | 61 | 190 |
| Responding on Item | 3,852 | 17,708 | 4,517 | 23,203 | 6,375 | 30,001 |
| Very satisfied | 2.0* | 1.6 | 2.6 | 3.0 | 1.7 | 1.9 |
| | (0.9,4.5) | (1.2,2.2) | (2.1,3.4) | (2.2,4.1) | (1.0,2.9) | (1.4,2.4) |
| Satisfied | 25.1 | 14.5 | 24.9 | 17.1 | 16.9 | 17.2 |
| | (21.5,29.1) | (12.8,16.5) | (22.2,27.9) | (15.7,18.6) | (14.0,20.4) | (15.7,18.9) |
| Neither satisfied nor dissatisfied | 27.9 | 26.4 | 25.0 | 29.7 | 29.7 | 27.5 |
| | (22.7,33.6) | (24.8,28.0) | (21.7,28.7) | (28.0,31.5) | (26.3,33.2) | (25.7,29.4) |
| Dissatisfied | 29.4 | 28.4 | 29.0 | 28.8 | 36.9 | 30.1 |
| | (25.3,33.9) | (26.8,30.1) | (25.6,32.7) | (27.0,30.7) | (32.5,41.5) | (28.6,31.7) |
| Very dissatisfied | 15.6 | 29.1 | 18.4 | 21.4 | 14.8 | 23.3 |
| | (12.7,18.9) | (27.3,31.1) | (15.5,21.8) | (20.0,22.9) | (12.0,18.1) | (21.9,24.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51s.1**
*Satisfaction With Level of Manning in Unit:  By Service*

51s.  How satisfied were you with each of the following while on active duty?   Level of manning in your unit

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,062 | 1,062 | 567 | 223 | 136 | 136 | 0 |
| Responding on Item | 85,816 | 84,930 | 36,795 | 19,209 | 11,302 | 17,624 | 886 |
| Very satisfied | 1.4 | 1.4 | 1.6 | 0.9 | 1.4 | 1.3 | 2.5 |
| | *(1.2,1.6)* | *(1.2,1.6)* | *(1.3,2.1)* | *(0.6,1.5)* | *(1.0,1.9)* | *(0.8,2.0)* | *(2.4,2.5)* |
| Satisfied | 16.1 | 16.1 | 13.7 | 18.5 | 17.8 | 17.3 | 21.0 |
| | *(15.3,16.9)* | *(15.3,16.9)* | *(12.5,14.9)* | *(16.6,20.6)* | *(15.8,19.9)* | *(15.8,18.9)* | *(19.1,23.0)* |
| Neither satisfied nor dissatisfied | 25.4 | 25.5 | 26.5 | 25.2 | 30.3 | 20.9 | 11.1* |
| | *(24.4,26.4)* | *(24.5,26.6)* | *(25.0,28.0)* | *(23.0,27.6)* | *(28.1,32.6)* | *(18.4,23.7)* | *(5.6,20.9)* |
| Dissatisfied | 32.0 | 31.9 | 30.7 | 33.1 | 28.6 | 35.1 | 46.9 |
| | *(31.2,32.9)* | *(31.0,32.8)* | *(29.5,32.0)* | *(31.1,35.1)* | *(26.6,30.7)* | *(32.8,37.4)* | *(41.0,52.9)* |
| Very dissatisfied | 25.1 | 25.1 | 27.5 | 22.2 | 21.9 | 25.4 | 18.5* |
| | *(24.3,25.8)* | *(24.4,25.9)* | *(26.6,28.4)* | *(20.1,24.6)* | *(21.0,22.9)* | *(23.8,27.1)* | *(9.6,32.7)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51s.2**
*Satisfaction With Level of Manning in Unit: By Paygrade and Gender*

51s. How satisfied were you with each of the following while on active duty? Level of manning in your unit

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 800 | 208 | 31 | 24 | 919 | 133 |
| Responding on Item | 45,854 | 28,821 | 5,687 | 5,403 | 73,062 | 12,612 |
| Very satisfied | 1.6 | 1.1 | 1.1* | 1.3* | 1.4 | 1.5 |
| | *(1.3,2.0)* | *(0.8,1.5)* | *(0.5,2.3)* | *(0.6,2.8)* | *(1.1,1.6)* | *(1.1,2.1)* |
| Satisfied | 15.9 | 15.6 | 17.3 | 19.6 | 15.7 | 18.5 |
| | *(14.9,17.0)* | *(14.3,16.9)* | *(14.5,20.5)* | *(17.0,22.4)* | *(14.9,16.5)* | *(16.5,20.6)* |
| Neither satisfied nor dissatisfied | 28.9 | 22.0 | 16.5 | 22.8 | 25.7 | 23.8 |
| | *(27.4,30.5)* | *(20.6,23.5)* | *(13.5,20.1)* | *(18.5,27.7)* | *(24.5,26.9)* | *(21.5,26.2)* |
| Dissatisfied | 26.7 | 37.3 | 40.3 | 40.7 | 32.0 | 32.4 |
| | *(25.4,27.9)* | *(36.0,38.6)* | *(36.7,44.1)* | *(37.2,44.4)* | *(31.0,33.0)* | *(29.7,35.1)* |
| Very dissatisfied | 26.9 | 24.0 | 24.8 | 15.6 | 25.3 | 23.9 |
| | *(25.8,28.0)* | *(22.6,25.5)* | *(21.0,29.0)* | *(13.4,18.2)* | *(24.5,26.1)* | *(21.9,26.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51s.3**
*Satisfaction With Level of Manning in Unit: By Retirement/Separation*

51s. How satisfied were you with each of the following while on active duty? Level of manning in your unit

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 25 | 249 | 9 | 416 | 41 | 287 |
| Responding on Item | 3,862 | 17,721 | 4,537 | 23,217 | 6,395 | 29,904 |
| Very satisfied | 0.5* | 1.1 | 2.0* | 2.1 | 1.1* | 1.1 |
| | (0.2,1.0) | (0.8,1.5) | (1.1,3.6) | (1.6,2.8) | (0.5,2.5) | (0.8,1.4) |
| Satisfied | 17.2 | 12.5 | 17.5 | 17.8 | 15.5 | 16.7 |
| | (14.5,20.3) | (11.4,13.8) | (13.4,22.5) | (16.4,19.4) | (13.3,17.9) | (15.3,18.2) |
| Neither satisfied nor dissatisfied | 21.9 | 23.3 | 18.6 | 27.3 | 22.1 | 27.3 |
| | (17.8,26.6) | (21.0,25.7) | (14.8,23.2) | (25.6,29.0) | (19.3,25.2) | (24.9,29.8) |
| Dissatisfied | 40.9 | 30.7 | 39.5 | 28.2 | 43.1 | 31.2 |
| | (35.4,46.6) | (28.7,32.9) | (35.9,43.3) | (26.3,30.2) | (40.1,46.3) | (30.0,32.4) |
| Very dissatisfied | 19.6 | 32.3 | 22.4 | 24.5 | 18.2 | 23.7 |
| | (15.9,23.9) | (30.1,34.7) | (18.1,27.3) | (23.3,25.8) | (14.9,22.1) | (22.4,25.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51t.1**
*Satisfaction With Unit's Morale: By Service*

51t. How satisfied were you with each of the following while on active duty? Your unit's morale

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,054 | 1,054 | 577 | 170 | 175 | 132 | | 0 |
| Responding on Item | 85,824 | 84,938 | 36,785 | 19,262 | 11,263 | 17,628 | | 886 |
| Very satisfied | 3.9 | 3.9 | 3.5 | 3.3 | 4.7 | 4.9 | | 3.7* |
| | (3.5,4.3) | (3.5,4.3) | (3.2,3.8) | (2.5,4.3) | (3.7,5.9) | (3.7,6.4) | | (0.6,19.1) |
| Satisfied | 19.9 | 19.9 | 17.2 | 21.6 | 22.0 | 22.3 | | 22.2 |
| | (19.3,20.6) | (19.3,20.5) | (16.5,18.0) | (20.2,23.1) | (20.4,23.6) | (20.5,24.1) | | (21.7,22.8) |
| Neither satisfied nor dissatisfied | 21.6 | 21.5 | 20.9 | 22.7 | 25.1 | 19.3 | | 24.7 |
| | (20.6,22.6) | (20.5,22.6) | (19.1,22.7) | (20.9,24.7) | (23.6,26.6) | (17.2,21.6) | | (15.9,36.2) |
| Dissatisfied | 25.6 | 25.6 | 25.9 | 25.3 | 24.1 | 26.2 | | 32.1 |
| | (24.7,26.6) | (24.6,26.5) | (24.5,27.2) | (23.3,27.3) | (22.5,25.9) | (23.6,28.9) | | (23.9,41.6) |
| Very dissatisfied | 29.0 | 29.1 | 32.6 | 27.1 | 24.2 | 27.4 | | 17.3 |
| | (27.9,30.1) | (28.0,30.3) | (30.7,34.4) | (25.2,29.1) | (21.7,26.8) | (24.9,30.1) | | (9.9,28.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51t.2**
*Satisfaction With Unit's Morale:  By Paygrade and Gender*

51t.  How satisfied were you with each of the following while on active duty?  Your unit's morale

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 710 | 298 | 23 | 24 | 918 | 125 |
| Responding on Item | 45,944 | 28,731 | 5,695 | 5,403 | 73,063 | 12,620 |
| Very satisfied | 3.2 | 4.1 | 4.2 | 8.7 | 4.0 | 3.0 |
| | (2.7,3.7) | (3.5,4.8) | (3.0,5.9) | (6.7,11.3) | (3.6,4.5) | (2.1,4.4) |
| Satisfied | 15.3 | 22.2 | 29.5 | 37.3 | 20.1 | 18.8 |
| | (14.5,16.1) | (21.2,23.3) | (26.1,33.1) | (34.1,40.5) | (19.4,20.8) | (17.0,20.6) |
| Neither satisfied nor dissatisfied | 20.1 | 23.2 | 21.9 | 24.7 | 22.0 | 18.7 |
| | (18.6,21.8) | (21.9,24.6) | (19.7,24.3) | (21.8,27.9) | (20.9,23.1) | (16.4,21.3) |
| Dissatisfied | 24.8 | 27.5 | 27.5 | 20.9 | 25.3 | 27.7 |
| | (23.5,26.1) | (25.8,29.3) | (25.4,29.7) | (17.8,24.3) | (24.2,26.3) | (25.5,30.1) |
| Very dissatisfied | 36.7 | 23.0 | 17.0 | 8.5 | 28.5 | 31.8 |
| | (35.0,38.3) | (21.3,24.7) | (15.1,19.1) | (7.0,10.2) | (27.3,29.8) | (29.9,33.8) |

**Table 51t.3**
*Satisfaction With Unit's Morale: By Retirement/Separation*

51t. How satisfied were you with each of the following while on active duty? Your unit's morale

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 57 | 272 | 12 | 400 | 40 | 246 |
| Responding on Item | 3,830 | 17,698 | 4,534 | 23,233 | 6,396 | 29,945 |
| Very satisfied | 6.8 | 2.1 | 8.2 | 4.9 | 5.9 | 2.7 |
| | (4.6,9.9) | (1.7,2.7) | (6.4,10.5) | (4.0,5.9) | (4.2,8.1) | (2.3,3.2) |
| Satisfied | 34.2 | 13.9 | 33.5 | 18.4 | 31.8 | 18.2 |
| | (30.6,38.1) | (12.3,15.7) | (28.0,39.5) | (17.2,19.7) | (29.4,34.3) | (17.1,19.4) |
| Neither satisfied nor dissatisfied | 24.7 | 17.7 | 25.6 | 22.1 | 25.4 | 21.5 |
| | (21.0,28.9) | (16.3,19.1) | (22.5,28.9) | (20.0,24.5) | (21.9,29.2) | (20.0,23.0) |
| Dissatisfied | 23.6 | 26.1 | 18.5 | 26.0 | 24.5 | 26.7 |
| | (19.7,27.9) | (23.9,28.3) | (15.3,22.2) | (24.0,28.2) | (20.3,29.3) | (25.5,28.0) |
| Very dissatisfied | 10.7 | 40.3 | 14.1 | 28.6 | 12.4 | 30.9 |
| | (8.5,13.3) | (38.2,42.3) | (10.5,18.8) | (26.4,30.9) | (9.5,16.0) | (29.3,32.6) |

**Table 51u.1**
*Satisfaction With Personal Workload: By Service*

51u. How satisfied were you with each of the following while on active duty? Your personal workload

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,201 | 1,201 | 703 | 132 | 194 | 173 | 0 |
| Responding on Item | 85,677 | 84,791 | 36,659 | 19,300 | 11,244 | 17,587 | 886 |
| Very satisfied | 3.5 | 3.4 | 3.4 | 3.2 | 5.1 | 2.7 | 4.9* |
| | (3.1,3.8) | (3.1,3.8) | (3.0,3.9) | (2.7,3.8) | (4.2,6.1) | (2.0,3.6) | (1.9,12.1) |
| Satisfied | 33.3 | 33.1 | 28.2 | 37.6 | 37.0 | 36.0 | 46.9 |
| | (32.2,34.3) | (32.1,34.1) | (26.8,29.6) | (35.6,39.6) | (34.2,39.9) | (33.4,38.8) | (28.3,66.5) |
| Neither satisfied nor dissatisfied | 32.4 | 32.5 | 34.0 | 30.9 | 35.8 | 29.1 | 18.5 |
| | (31.4,33.3) | (31.6,33.5) | (32.8,35.3) | (29.2,32.6) | (33.7,37.9) | (26.3,32.2) | (16.6,20.6) |
| Dissatisfied | 17.5 | 17.4 | 18.3 | 15.7 | 12.7 | 20.4 | 24.7 |
| | (16.8,18.1) | (16.7,18.1) | (17.3,19.3) | (14.5,16.9) | (11.2,14.4) | (18.7,22.4) | (20.7,29.2) |
| Very dissatisfied | 13.4 | 13.5 | 16.1 | 12.7 | 9.3 | 11.6 | 4.9* |
| | (12.8,14.1) | (12.9,14.2) | (15.2,17.1) | (11.2,14.3) | (8.2,10.6) | (9.9,13.6) | (0.9,23.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51u.2**
*Satisfaction With Personal Workload: By Paygrade and Gender*

51u. How satisfied were you with each of the following while on active duty? Your personal workload

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | | **Male** | **Female** |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 824 | 337 | 23 | 16 | | 1,044 | 146 |
| Responding on Item | 45,830 | 28,692 | 5,695 | 5,411 | | 72,937 | 12,599 |
| Very satisfied | 3.9 | 2.9 | 2.2 | 4.2 | | 3.4 | 3.7 |
| | *(3.4,4.3)* | *(2.4,3.5)* | *(1.5,3.3)* | *(3.3,5.3)* | | *(3.1,3.8)* | *(3.1,4.4)* |
| Satisfied | 29.5 | 37.1 | 37.5 | 40.5 | | 32.8 | 36.0 |
| | *(28.1,30.9)* | *(35.3,39.0)* | *(34.6,40.5)* | *(36.4,44.8)* | | *(31.6,33.9)* | *(33.6,38.5)* |
| Neither satisfied nor dissatisfied | 34.5 | 31.3 | 25.2 | 27.8 | | 32.8 | 29.9 |
| | *(33.1,36.0)* | *(30.0,32.6)* | *(22.9,27.8)* | *(25.4,30.3)* | | *(31.8,33.8)* | *(27.0,32.8)* |
| Dissatisfied | 16.1 | 18.0 | 23.1 | 20.5 | | 17.5 | 17.7 |
| | *(15.2,17.0)* | *(16.8,19.2)* | *(20.7,25.8)* | *(17.4,24.0)* | | *(16.7,18.2)* | *(15.9,19.7)* |
| Very dissatisfied | 16.0 | 10.7 | 11.9 | 7.0 | | 13.5 | 12.8 |
| | *(15.2,16.9)* | *(9.6,12.0)* | *(9.3,15.1)* | *(5.4,9.1)* | | *(12.8,14.3)* | *(11.2,14.5)* |

**Table 51u.3**
*Satisfaction With Personal Workload: By Retirement/Separation*

51u. How satisfied were you with each of the following while on active duty? Your personal workload

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 62 | 260 | 12 | 528 | 37 | 275 |
| Responding on Item | 3,825 | 17,710 | 4,534 | 23,105 | 6,399 | 29,916 |
| Very satisfied | 3.2 | 3.0 | 5.4 | 4.1 | 2.1* | 3.3 |
| | (1.8,5.5) | (2.3,3.9) | (3.7,7.9) | (3.4,4.9) | (1.2,3.8) | (2.8,3.9) |
| Satisfied | 40.2 | 27.3 | 41.3 | 33.8 | 39.3 | 33.0 |
| | (35.7,44.8) | (25.6,29.0) | (36.1,46.7) | (31.9,35.8) | (36.6,42.1) | (31.5,34.5) |
| Neither satisfied nor dissatisfied | 29.8 | 31.2 | 23.0 | 33.8 | 32.0 | 33.8 |
| | (24.3,35.9) | (29.7,32.8) | (20.4,25.7) | (31.6,36.1) | (29.7,34.3) | (31.9,35.8) |
| Dissatisfied | 20.1 | 18.2 | 22.1 | 14.8 | 18.9 | 17.8 |
| | (17.2,23.3) | (16.2,20.2) | (17.6,27.3) | (13.8,15.9) | (15.6,22.8) | (16.8,18.8) |
| Very dissatisfied | 6.8 | 20.3 | 8.2 | 13.5 | 7.6 | 12.2 |
| | (4.7,9.7) | (18.5,22.3) | (6.2,10.8) | (12.3,14.7) | (5.2,11.0) | (11.2,13.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51v.1**
*Satisfaction With Amount of Personal/Family Time:  By Service*

51v.  How satisfied were you with each of the following while on active duty?   Amount of personal/family time you have

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 904 | 904 | 528 | 107 | 140 | 129 | 0 |
| Responding on Item | 85,974 | 85,088 | 36,834 | 19,325 | 11,298 | 17,631 | 886 |
| Very satisfied | 3.8 | 3.8 | 3.5 | 2.4 | 3.5 | 6.0 | 3.7* |
| | (3.4,4.2) | (3.4,4.2) | (3.0,4.0) | (1.9,3.1) | (2.7,4.6) | (4.9,7.2) | (2.0,6.8) |
| Satisfied | 24.5 | 24.4 | 20.6 | 22.7 | 25.0 | 33.6 | 42.0 |
| | (23.7,25.5) | (23.5,25.3) | (19.8,21.4) | (20.6,24.9) | (23.2,26.9) | (30.7,36.7) | (31.8,52.9) |
| Neither satisfied nor dissatisfied | 25.6 | 25.7 | 26.4 | 23.5 | 27.5 | 25.3 | 18.5 |
| | (24.5,26.7) | (24.6,26.8) | (25.3,27.5) | (21.0,26.3) | (25.9,29.2) | (22.0,28.9) | (15.8,21.6) |
| Dissatisfied | 23.9 | 24.0 | 24.7 | 25.7 | 22.8 | 21.4 | 21.0 |
| | (23.0,24.9) | (23.0,25.0) | (23.6,25.8) | (23.6,28.0) | (20.9,24.7) | (18.6,24.5) | (19.1,23.0) |
| Very dissatisfied | 22.1 | 22.2 | 24.8 | 25.6 | 21.2 | 13.7 | 14.8* |
| | (21.2,23.1) | (21.3,23.1) | (23.5,26.2) | (23.9,27.4) | (19.5,22.9) | (11.3,16.6) | (7.7,26.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51v.2**
*Satisfaction With Amount of Personal/Family Time: By Paygrade and Gender*

51v. How satisfied were you with each of the following while on active duty?  Amount of personal/family time you have

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 629 | 243 | 23 | 11 | 810 | 86 |
| Responding on Item | 46,025 | 28,786 | 5,695 | 5,416 | 73,171 | 12,659 |
| Very satisfied | 3.7 | 3.9 | 3.9 | 3.7 | 3.6 | 4.8 |
| | (3.2,4.2) | (3.4,4.6) | (2.7,5.6) | (3.0,4.6) | (3.2,4.0) | (3.8,6.1) |
| Satisfied | 20.7 | 28.1 | 29.2 | 33.6 | 23.4 | 31.2 |
| | (19.5,21.9) | (26.6,29.5) | (26.9,31.7) | (27.7,40.1) | (22.5,24.3) | (28.4,34.1) |
| Neither satisfied nor dissatisfied | 27.9 | 23.4 | 19.1 | 24.0 | 26.2 | 22.3 |
| | (26.5,29.5) | (21.9,25.0) | (16.9,21.6) | (19.2,29.7) | (25.1,27.2) | (19.1,25.8) |
| Dissatisfied | 21.4 | 26.1 | 30.7 | 27.6 | 24.2 | 22.6 |
| | (20.3,22.4) | (24.1,28.1) | (26.5,35.2) | (23.8,31.7) | (23.2,25.2) | (20.6,24.7) |
| Very dissatisfied | 26.3 | 18.5 | 17.1 | 11.1 | 22.7 | 19.1 |
| | (25.0,27.7) | (17.0,20.1) | (14.9,19.5) | (8.8,13.8) | (21.7,23.7) | (17.2,21.2) |

**Table 51v.3**
*Satisfaction With Amount of Personal/Family Time: By Retirement/Separation*

51v. How satisfied were you with each of the following while on active duty? Amount of personal/family time you have

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 30 | 225 | 13 | 418 | 14 | 175 |
| Responding on Item | 3,857 | 17,745 | 4,533 | 23,215 | 6,422 | 30,016 |
| Very satisfied | 2.8 | 2.8 | 6.4 | 4.3 | 3.5 | 3.7 |
| | (1.7,4.8) | (2.2,3.6) | (4.0,9.9) | (3.6,5.2) | (2.5,5.0) | (3.1,4.4) |
| Satisfied | 35.6 | 19.3 | 31.6 | 24.3 | 31.3 | 23.9 |
| | (30.6,41.0) | (17.5,21.2) | (27.7,35.9) | (23.1,25.5) | (27.3,35.7) | (22.3,25.6) |
| Neither satisfied nor dissatisfied | 24.3 | 22.4 | 23.4 | 27.9 | 26.0 | 26.1 |
| | (18.8,30.8) | (20.1,24.9) | (19.0,28.4) | (25.9,30.1) | (22.8,29.4) | (24.6,27.6) |
| Dissatisfied | 24.8 | 24.6 | 27.5 | 22.4 | 28.0 | 23.3 |
| | (19.8,30.6) | (22.7,26.6) | (22.8,32.7) | (20.8,24.1) | (22.8,33.9) | (22.0,24.7) |
| Very dissatisfied | 12.4 | 31.0 | 11.2 | 21.0 | 11.2 | 23.0 |
| | (8.8,17.4) | (28.4,33.6) | (8.5,14.5) | (20.0,22.1) | (9.4,13.3) | (21.8,24.2) |

**Table 51w.1**
*Satisfaction With Off-Duty Educational Opportunities: By Service*

51w. How satisfied were you with each of the following while on active duty? Off-duty educational opportunities

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 950 | 950 | 522 | 143 | 160 | 124 | | 0 |
| Responding on Item | 85,928 | 85,042 | 36,840 | 19,289 | 11,278 | 17,636 | | 886 |
| Very satisfied | 9.0 | 9.0 | 5.7 | 10.4 | 9.5 | 13.9 | | 9.9 |
| | (8.4,9.6) | (8.4,9.5) | (4.9,6.5) | (9.4,11.5) | (8.3,10.8) | (12.3,15.6) | | (9.6,10.1) |
| Satisfied | 28.7 | 28.6 | 22.2 | 31.9 | 28.7 | 38.5 | | 37.0 |
| | (27.7,29.8) | (27.6,29.7) | (20.6,23.9) | (29.7,34.2) | (26.6,30.8) | (35.9,41.0) | | (31.5,43.0) |
| Neither satisfied nor dissatisfied | 25.6 | 25.6 | 27.3 | 25.8 | 26.3 | 21.4 | | 21.0* |
| | (24.5,26.7) | (24.5,26.7) | (25.5,29.2) | (23.4,28.4) | (24.4,28.3) | (19.4,23.5) | | (11.2,36.0) |
| Dissatisfied | 16.5 | 16.5 | 19.2 | 15.3 | 15.3 | 12.8 | | 18.5 |
| | (15.7,17.3) | (15.7,17.3) | (18.1,20.4) | (13.4,17.4) | (13.6,17.3) | (11.3,14.5) | | (12.6,26.3) |
| Very dissatisfied | 20.2 | 20.3 | 25.6 | 16.5 | 20.2 | 13.5 | | 13.6* |
| | (19.4,21.2) | (19.4,21.2) | (24.0,27.3) | (15.1,18.0) | (18.4,22.1) | (11.7,15.5) | | (5.6,29.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51w.2**
*Satisfaction With Off-Duty Educational Opportunities:  By Paygrade and Gender*

51w.  How satisfied were you with each of the following while on active duty?  Off-duty educational opportunities

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 631 | 239 | 42 | 39 | 850 | 89 |
| Responding on Item | 46,023 | 28,790 | 5,676 | 5,388 | 73,131 | 12,656 |
| Very satisfied | 7.3 | 11.8 | 6.4 | 11.0 | 8.3 | 12.9 |
| | *(6.5,8.2)* | *(10.9,12.7)* | *(5.2,7.8)* | *(8.4,14.2)* | *(7.7,9.0)* | *(11.8,14.2)* |
| Satisfied | 23.1 | 34.8 | 31.9 | 40.8 | 28.2 | 32.1 |
| | *(21.5,24.8)* | *(33.2,36.5)* | *(28.4,35.7)* | *(37.2,44.5)* | *(27.1,29.3)* | *(29.1,35.1)* |
| Neither satisfied nor dissatisfied | 27.1 | 21.6 | 30.2 | 28.6 | 26.1 | 22.3 |
| | *(25.4,28.9)* | *(20.3,23.0)* | *(27.9,32.5)* | *(24.7,32.9)* | *(24.9,27.3)* | *(20.0,24.8)* |
| Dissatisfied | 16.4 | 17.1 | 18.4 | 12.3 | 16.7 | 15.0 |
| | *(15.2,17.5)* | *(15.9,18.4)* | *(15.0,22.4)* | *(10.1,14.9)* | *(15.9,17.6)* | *(13.0,17.2)* |
| Very dissatisfied | 26.1 | 14.7 | 13.1 | 7.2 | 20.7 | 17.7 |
| | *(24.7,27.6)* | *(13.5,15.9)* | *(11.4,14.9)* | *(5.3,9.7)* | *(19.7,21.8)* | *(16.3,19.3)* |

**Table 51w.3**
*Satisfaction With Off-Duty Educational Opportunities: By Retirement/Separation*

51w. How satisfied were you with each of the following while on active duty? Off-duty educational opportunities

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 24 | 243 | 20 | 378 | 24 | 229 |
| Responding on Item | 3,863 | 17,727 | 4,526 | 23,255 | 6,412 | 29,962 |
| Very satisfied | 15.3 | 7.5 | 15.1 | 8.8 | 11.0 | 7.8 |
| | *(11.4,20.1)* | *(6.6,8.5)* | *(10.5,21.1)* | *(7.5,10.3)* | *(8.7,13.7)* | *(6.9,8.8)* |
| Satisfied | 40.8 | 23.8 | 40.5 | 25.9 | 41.8 | 27.6 |
| | *(37.4,44.4)* | *(22.0,25.7)* | *(33.6,47.8)* | *(23.9,28.1)* | *(38.7,44.9)* | *(25.8,29.6)* |
| Neither satisfied nor dissatisfied | 20.5 | 24.9 | 19.4 | 26.6 | 25.7 | 26.6 |
| | *(16.7,25.0)* | *(22.8,27.2)* | *(16.7,22.5)* | *(24.8,28.6)* | *(21.6,30.3)* | *(25.0,28.3)* |
| Dissatisfied | 15.4 | 15.8 | 17.6 | 16.9 | 13.6 | 17.3 |
| | *(13.5,17.5)* | *(14.4,17.3)* | *(13.4,22.7)* | *(15.0,18.9)* | *(11.3,16.4)* | *(16.0,18.6)* |
| Very dissatisfied | 7.9 | 28.0 | 7.4 | 21.8 | 7.9 | 20.7 |
| | *(5.6,11.1)* | *(26.1,30.0)* | *(5.6,9.7)* | *(20.0,23.6)* | *(5.3,11.5)* | *(19.3,22.1)* |

**Table 51x.1**
*Satisfaction With Quality of Leadership: By Service*

51x. How satisfied were you with each of the following while on active duty? Quality of leadership

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,211 | 1,211 | 656 | 201 | 156 | 198 | | 0 |
| Responding on Item | 85,667 | 84,781 | 36,706 | 19,231 | 11,282 | 17,562 | | 886 |
| Very satisfied | 3.9 | 3.9 | 3.9 | 2.7 | 5.8 | 4.1 | | 2.5 |
| | (3.5,4.3) | (3.5,4.4) | (3.3,4.6) | (2.0,3.5) | (4.7,7.2) | (3.3,5.2) | | (2.4,2.5) |
| Satisfied | 21.6 | 21.6 | 18.9 | 21.6 | 27.3 | 23.4 | | 29.6 |
| | (20.8,22.5) | (20.7,22.5) | (17.9,19.8) | (19.7,23.7) | (24.3,30.4) | (21.1,25.9) | | (24.4,35.5) |
| Neither satisfied nor dissatisfied | 25.2 | 25.3 | 25.7 | 24.9 | 27.5 | 23.4 | | 17.3 |
| | (24.3,26.1) | (24.3,26.2) | (24.6,26.7) | (22.2,27.7) | (25.6,29.5) | (21.3,25.7) | | (12.6,23.2) |
| Dissatisfied | 24.1 | 24.0 | 24.3 | 25.5 | 20.7 | 24.0 | | 30.9 |
| | (23.3,24.9) | (23.2,24.9) | (23.2,25.4) | (23.6,27.6) | (19.2,22.2) | (21.8,26.3) | | (23.5,39.4) |
| Very dissatisfied | 25.2 | 25.2 | 27.3 | 25.3 | 18.7 | 25.1 | | 19.8* |
| | (24.4,26.0) | (24.4,26.0) | (26.5,28.1) | (23.3,27.4) | (16.8,20.7) | (22.7,27.5) | | (7.3,43.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51x.2**
*Satisfaction With Quality of Leadership: By Paygrade and Gender*

51x. How satisfied were you with each of the following while on active duty? Quality of leadership

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 823 | 295 | 43 | 48 | 1,085 | 113 |
| Responding on Item | 45,831 | 28,734 | 5,675 | 5,379 | 72,896 | 12,632 |
| Very satisfied | 3.8 | 3.3 | 6.0 | 5.7 | 4.0 | 3.7 |
| | *(3.3,4.5)* | *(2.8,3.9)* | *(4.2,8.4)* | *(4.8,6.8)* | *(3.5,4.4)* | *(2.9,4.6)* |
| Satisfied | 17.6 | 24.7 | 25.7 | 35.2 | 22.0 | 19.7 |
| | *(16.4,18.9)* | *(23.6,25.8)* | *(23.0,28.5)* | *(29.4,41.4)* | *(21.0,23.0)* | *(17.7,22.0)* |
| Neither satisfied nor dissatisfied | 26.1 | 25.8 | 20.3 | 19.7 | 25.5 | 23.3 |
| | *(25.0,27.2)* | *(23.9,27.7)* | *(18.0,22.8)* | *(16.1,23.7)* | *(24.5,26.6)* | *(21.2,25.4)* |
| Dissatisfied | 22.9 | 25.7 | 26.6 | 23.2 | 23.9 | 25.1 |
| | *(21.8,24.1)* | *(24.3,27.1)* | *(23.5,29.9)* | *(20.7,26.0)* | *(23.0,24.8)* | *(23.3,27.0)* |
| Very dissatisfied | 29.5 | 20.6 | 21.5 | 16.2 | 24.6 | 28.2 |
| | *(28.5,30.6)* | *(19.2,22.0)* | *(18.8,24.5)* | *(11.7,22.0)* | *(23.8,25.5)* | *(26.3,30.2)* |

**Table 51x.3**
*Satisfaction With Quality of Leadership:  By Retirement/Separation*

51x.  How satisfied were you with each of the following while on active duty?  Quality of leadership

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 39 | 225 | 7 | 560 | 42 | 312 |
| Responding on Item | 3,848 | 17,745 | 4,539 | 23,073 | 6,394 | 29,879 |
| Very satisfied | 2.6 | 3.1 | 6.4 | 4.6 | 3.6 | 3.7 |
| | (2.0,3.3) | (2.4,4.0) | (4.5,9.1) | (3.9,5.5) | (2.5,5.1) | (3.2,4.4) |
| Satisfied | 33.5 | 15.7 | 29.9 | 21.7 | 29.4 | 20.6 |
| | (29.2,38.1) | (13.9,17.7) | (26.0,34.2) | (20.0,23.4) | (27.0,31.9) | (19.2,22.1) |
| Neither satisfied nor dissatisfied | 22.3 | 21.8 | 24.4 | 27.9 | 23.5 | 25.9 |
| | (17.7,27.7) | (20.3,23.5) | (20.1,29.4) | (26.2,29.7) | (19.1,28.6) | (24.3,27.5) |
| Dissatisfied | 24.6 | 23.8 | 21.9 | 22.0 | 27.4 | 25.5 |
| | (20.2,29.7) | (22.1,25.7) | (17.8,26.7) | (20.4,23.8) | (23.5,31.7) | (24.2,26.8) |
| Very dissatisfied | 17.0 | 35.5 | 17.3 | 23.7 | 16.1 | 24.3 |
| | (12.6,22.5) | (33.6,37.5) | (12.5,23.5) | (22.5,25.1) | (14.0,18.5) | (22.9,25.8) |

**Table 51y.1**
*Satisfaction With Military Values, Lifestyle, and Tradition:  By Service*

51y.  How satisfied were you with each of the following while on active duty?  Military values, lifestyle, and tradition

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 852 | 852 | 460 | 110 | 126 | 157 | 0 |
| Responding on Item | 86,026 | 85,140 | 36,902 | 19,322 | 11,312 | 17,603 | 886 |
| Very satisfied | 7.0 | 7.0 | 5.8 | 4.2 | 11.3 | 9.7 | 11.1* |
| | (6.5,7.6) | (6.4,7.6) | (5.1,6.7) | (3.3,5.4) | (9.7,13.2) | (8.1,11.5) | (5.6,20.9) |
| Satisfied | 30.8 | 30.7 | 26.6 | 29.7 | 35.1 | 37.7 | 37.0 |
| | (29.8,31.9) | (29.7,31.8) | (25.3,28.0) | (27.3,32.2) | (32.5,37.7) | (35.1,40.4) | (36.1,37.9) |
| Neither satisfied nor dissatisfied | 31.2 | 31.3 | 32.3 | 32.9 | 29.3 | 28.5 | 27.2 |
| | (30.4,32.1) | (30.4,32.1) | (31.4,33.2) | (30.5,35.3) | (27.5,31.1) | (26.4,30.8) | (23.2,31.6) |
| Dissatisfied | 16.3 | 16.3 | 17.6 | 17.9 | 13.8 | 13.6 | 14.8 |
| | (15.5,17.1) | (15.6,17.1) | (16.3,19.1) | (16.5,19.4) | (12.3,15.3) | (12.2,15.2) | (10.3,20.8) |
| Very dissatisfied | 14.6 | 14.7 | 17.6 | 15.3 | 10.6 | 10.5 | 9.9* |
| | (14.0,15.2) | (14.1,15.3) | (16.6,18.7) | (14.2,16.5) | (9.7,11.6) | (9.3,11.8) | (3.8,23.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51y.2**
*Satisfaction With Military Values, Lifestyle, and Tradition:  By Paygrade and Gender*

51y.  How satisfied were you with each of the following while on active duty?  Military values, lifestyle, and tradition

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 594 | 208 | 32 | 22 | 755 | 96 |
| Responding on Item | 46,060 | 28,821 | 5,686 | 5,405 | 73,226 | 12,649 |
| Very satisfied | 4.8 | 7.2 | 12.3 | 19.7 | 7.1 | 6.4 |
| | *(4.1,5.6)* | *(6.4,8.1)* | *(10.4,14.5)* | *(17.3,22.4)* | *(6.5,7.8)* | *(5.3,7.7)* |
| Satisfied | 23.7 | 36.9 | 42.2 | 47.6 | 30.8 | 30.9 |
| | *(22.2,25.3)* | *(35.5,38.3)* | *(40.2,44.2)* | *(44.2,51.0)* | *(29.7,31.9)* | *(28.3,33.7)* |
| Neither satisfied nor dissatisfied | 34.0 | 30.4 | 23.0 | 20.4 | 31.2 | 31.4 |
| | *(32.7,35.3)* | *(29.4,31.4)* | *(21.1,25.0)* | *(17.9,23.1)* | *(30.3,32.1)* | *(29.0,33.8)* |
| Dissatisfied | 18.3 | 14.9 | 15.4 | 8.1 | 16.3 | 16.1 |
| | *(17.1,19.5)* | *(13.8,16.0)* | *(13.3,17.7)* | *(5.9,11.1)* | *(15.5,17.2)* | *(14.3,18.0)* |
| Very dissatisfied | 19.2 | 10.7 | 7.1 | 4.2 | 14.5 | 15.3 |
| | *(18.3,20.2)* | *(9.8,11.7)* | *(5.4,9.3)* | *(3.4,5.1)* | *(13.9,15.2)* | *(13.7,17.0)* |

**Table 51y.3**
*Satisfaction With Military Values, Lifestyle, and Tradition:  By Retirement/Separation*

51y.  How satisfied were you with each of the following while on active duty?  Military values, lifestyle, and tradition

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 34 | 192 | 14 | 373 | 9 | 201 |
| Responding on Item | 3,853 | 17,778 | 4,532 | 23,260 | 6,427 | 29,990 |
| Very satisfied | 14.5 | 5.7 | 14.3 | 5.6 | 10.8 | 6.1 |
| | (11.1,18.7) | (5.0,6.5) | (12.5,16.3) | (4.6,6.8) | (8.7,13.2) | (5.2,7.2) |
| Satisfied | 44.0 | 27.7 | 47.2 | 26.7 | 41.5 | 29.4 |
| | (37.2,51.1) | (25.5,29.9) | (43.2,51.1) | (25.2,28.2) | (38.3,44.8) | (27.7,31.1) |
| Neither satisfied nor dissatisfied | 23.5 | 28.5 | 20.5 | 34.4 | 27.7 | 33.7 |
| | (19.1,28.6) | (26.3,30.9) | (17.8,23.4) | (32.6,36.2) | (25.3,30.3) | (31.8,35.6) |
| Dissatisfied | 11.3 | 18.1 | 9.0 | 17.9 | 13.5 | 16.5 |
| | (8.4,15.0) | (16.3,20.1) | (7.3,11.0) | (16.3,19.6) | (11.2,16.3) | (15.1,17.9) |
| Very dissatisfied | 6.7 | 20.0 | 9.1 | 15.5 | 6.5 | 14.4 |
| | (5.3,8.4) | (17.7,22.6) | (6.2,13.1) | (13.4,17.8) | (5.3,7.8) | (12.9,16.1) |

**Table 51z.1**
*Satisfaction With Amount of Enjoyment From Job: By Service*

51z. How satisfied were you with each of the following while on active duty? Amount of enjoyment from your job

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 956 | 945 | 506 | 156 | 159 | 123 | | 11 |
| Responding on Item | 85,922 | 85,047 | 36,856 | 19,276 | 11,279 | 17,637 | | 875 |
| Very satisfied | 8.2 | 8.1 | 6.7 | 6.8 | 10.1 | 11.4 | | 8.8 |
| | (7.5,8.8) | (7.5,8.8) | (6.0,7.4) | (5.6,8.3) | (8.9,11.5) | (9.5,13.7) | | (6.6,11.5) |
| Satisfied | 30.1 | 29.9 | 25.9 | 31.5 | 30.0 | 36.5 | | 43.8 |
| | (29.1,31.1) | (28.9,31.0) | (24.4,27.5) | (29.6,33.6) | (27.8,32.3) | (33.8,39.3) | | (36.6,51.2) |
| Neither satisfied nor dissatisfied | 25.1 | 25.1 | 26.5 | 25.1 | 26.0 | 21.7 | | 25.0 |
| | (23.9,26.3) | (23.9,26.4) | (24.3,28.9) | (23.7,26.5) | (24.3,27.9) | (19.2,24.4) | | (20.4,30.2) |
| Dissatisfied | 17.4 | 17.4 | 17.6 | 18.2 | 17.0 | 16.5 | | 12.5 |
| | (16.6,18.2) | (16.7,18.2) | (16.6,18.7) | (16.5,20.0) | (15.4,18.8) | (14.6,18.6) | | (8.4,18.3) |
| Very dissatisfied | 19.3 | 19.4 | 23.3 | 18.4 | 16.8 | 13.9 | | 10.0* |
| | (18.3,20.3) | (18.4,20.4) | (21.5,25.2) | (16.8,20.1) | (15.3,18.4) | (11.7,16.4) | | (3.7,24.1) |

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51z.2**
*Satisfaction With Amount of Enjoyment From Job: By Paygrade and Gender*

51z. How satisfied were you with each of the following while on active duty? Amount of enjoyment from your job

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 659 | 254 | 27 | 17 | | 882 | 58 |
| Responding on Item | 45,995 | 28,775 | 5,691 | 5,410 | | 73,099 | 12,687 |
| Very satisfied | 6.0 | 9.7 | 7.9 | 18.8 | | 8.2 | 8.0 |
| | (5.3,6.8) | (8.5,11.0) | (6.3,9.9) | (15.4,22.7) | | (7.6,8.9) | (6.8,9.5) |
| Satisfied | 22.6 | 36.2 | 36.5 | 54.1 | | 30.0 | 30.2 |
| | (21.3,24.0) | (34.7,37.8) | (34.2,38.8) | (47.7,60.4) | | (28.9,31.2) | (28.1,32.5) |
| Neither satisfied nor dissatisfied | 26.9 | 25.3 | 21.0 | 13.7 | | 25.6 | 22.4 |
| | (25.0,28.9) | (23.8,26.8) | (18.5,23.7) | (12.2,15.2) | | (24.3,26.9) | (20.0,25.0) |
| Dissatisfied | 18.8 | 15.7 | 21.7 | 9.9 | | 17.0 | 19.8 |
| | (17.8,19.9) | (14.3,17.1) | (18.9,24.7) | (7.2,13.4) | | (16.2,17.8) | (18.0,21.6) |
| Very dissatisfied | 25.7 | 13.1 | 13.0 | 3.6 | | 19.2 | 19.6 |
| | (24.0,27.5) | (12.0,14.3) | (11.5,14.7) | (2.4,5.3) | | (18.1,20.4) | (17.5,21.9) |

**Table 51z.3**
*Satisfaction With Amount of Enjoyment From Job: By Retirement/Separation*

51z.  How satisfied were you with each of the following while on active duty?  Amount of enjoyment from your job

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 40 | 233 | 15 | 413 | 19 | 205 |
| Responding on Item | 3,847 | 17,737 | 4,531 | 23,220 | 6,417 | 29,986 |
| Very satisfied | 15.7 | 7.4 | 17.9 | 6.7 | 12.7 | 6.3 |
| | (12.0,20.2) | (6.4,8.6) | (14.3,22.1) | (5.7,7.8) | (10.1,15.9) | (5.5,7.2) |
| Satisfied | 48.8 | 25.3 | 43.3 | 24.5 | 48.2 | 28.8 |
| | (43.3,54.4) | (23.6,27.2) | (38.7,48.1) | (22.9,26.2) | (42.8,53.7) | (27.2,30.5) |
| Neither satisfied nor dissatisfied | 21.2 | 22.0 | 21.6 | 26.9 | 23.3 | 27.0 |
| | (17.1,26.1) | (20.0,24.1) | (18.6,24.9) | (24.9,28.9) | (19.2,27.9) | (25.5,28.6) |
| Dissatisfied | 8.5 | 18.6 | 11.0 | 19.9 | 9.6 | 18.7 |
| | (6.6,10.9) | (17.0,20.2) | (9.0,13.5) | (18.4,21.3) | (7.8,11.9) | (17.5,19.9) |
| Very dissatisfied | 5.8 | 26.7 | 6.2 | 22.0 | 6.2 | 19.2 |
| | (3.8,8.5) | (24.4,29.1) | (4.6,8.3) | (19.9,24.4) | (4.4,8.7) | (17.9,20.5) |

**Table 51aa.1**
*Satisfaction With Frequency of PCS Moves:  By Service*

51aa.  How satisfied were you with each of the following while on active duty?  Frequency of PCS moves

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,149 | 2,128 | 1,166 | 380 | 270 | 311 | 22 |
| Responding on Item | 84,729 | 83,864 | 36,196 | 19,052 | 11,168 | 17,449 | 864 |
| Very satisfied | 4.2 | 4.2 | 4.1 | 2.6 | 5.6 | 5.0 | 3.8* |
| | *(3.8,4.6)* | *(3.8,4.6)* | *(3.6,4.7)* | *(1.9,3.5)* | *(4.5,6.9)* | *(4.2,6.1)* | *(2.0,7.0)* |
| Satisfied | 26.7 | 26.6 | 23.0 | 28.2 | 22.7 | 34.7 | 38.0 |
| | *(25.7,27.7)* | *(25.6,27.6)* | *(21.9,24.1)* | *(26.0,30.5)* | *(20.5,25.0)* | *(31.9,37.7)* | *(32.2,44.1)* |
| Neither satisfied nor dissatisfied | 46.3 | 46.3 | 46.4 | 47.2 | 51.4 | 41.9 | 40.5 |
| | *(45.3,47.2)* | *(45.4,47.3)* | *(44.9,47.9)* | *(45.3,49.1)* | *(49.9,53.0)* | *(39.5,44.4)* | *(39.5,41.5)* |
| Dissatisfied | 10.6 | 10.6 | 11.2 | 12.3 | 8.5 | 9.0 | 10.1 |
| | *(10.0,11.3)* | *(10.0,11.3)* | *(10.2,12.3)* | *(11.1,13.6)* | *(7.1,10.2)* | *(7.7,10.5)* | *(6.0,16.6)* |
| Very dissatisfied | 12.3 | 12.3 | 15.3 | 9.8 | 11.8 | 9.4 | 7.6* |
| | *(11.6,13.0)* | *(11.7,13.0)* | *(14.3,16.3)* | *(8.7,10.9)* | *(10.5,13.2)* | *(7.7,11.4)* | *(2.2,23.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51aa.2**
*Satisfaction With Frequency of PCS Moves:  By Paygrade and Gender*

51aa.  How satisfied were you with each of the following while on active duty?  Frequency of PCS moves

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,721 | 377 | 29 | 23 | 1,774 | 362 |
| Responding on Item | 44,933 | 28,652 | 5,689 | 5,404 | 72,207 | 12,383 |
| Very satisfied | 3.9 | 4.7 | 3.7 | 3.2 | 4.1 | 4.8 |
| | (3.4,4.5) | (4.2,5.3) | (2.9,4.7) | (1.9,5.3) | (3.7,4.5) | (3.9,6.0) |
| Satisfied | 18.0 | 35.5 | 34.2 | 44.4 | 25.9 | 30.7 |
| | (16.8,19.3) | (33.9,37.1) | (31.1,37.4) | (41.6,47.3) | (25.0,27.0) | (28.2,33.3) |
| Neither satisfied nor dissatisfied | 52.7 | 40.1 | 40.1 | 31.9 | 46.3 | 45.8 |
| | (51.2,54.2) | (39.0,41.2) | (36.7,43.5) | (29.3,34.6) | (45.3,47.4) | (43.3,48.3) |
| Dissatisfied | 9.0 | 11.5 | 15.7 | 14.2 | 11.2 | 7.4 |
| | (8.0,10.1) | (10.7,12.3) | (13.2,18.6) | (11.4,17.4) | (10.5,11.9) | (6.2,8.7) |
| Very dissatisfied | 16.3 | 8.3 | 6.3 | 6.3 | 12.5 | 11.3 |
| | (15.4,17.3) | (7.3,9.4) | (5.2,7.6) | (4.5,8.7) | (11.8,13.2) | (9.3,13.7) |

**Table 51aa.3**
*Satisfaction With Frequency of PCS Moves: By Retirement/Separation*

51aa. How satisfied were you with each of the following while on active duty? Frequency of PCS moves

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 29 | 458 | 12 | 843 | 45 | 731 |
| Responding on Item | 3,858 | 17,512 | 4,534 | 22,790 | 6,391 | 29,460 |
| Very satisfied | 4.5 | 4.0 | 7.0 | 4.3 | 3.8 | 3.7 |
| | (3.6,5.6) | (3.3,4.8) | (5.4,8.9) | (3.6,5.3) | (2.4,6.1) | (3.1,4.4) |
| Satisfied | 47.3 | 22.8 | 42.2 | 21.2 | 42.1 | 24.8 |
| | (41.4,53.3) | (20.8,24.9) | (38.0,46.5) | (19.7,22.8) | (39.6,44.6) | (23.5,26.0) |
| Neither satisfied nor dissatisfied | 30.9 | 45.7 | 29.9 | 50.5 | 36.2 | 50.0 |
| | (26.7,35.4) | (43.2,48.2) | (25.4,34.8) | (48.8,52.1) | (34.0,38.5) | (48.2,51.9) |
| Dissatisfied | 12.3 | 11.5 | 13.8 | 10.1 | 12.4 | 9.4 |
| | (8.5,17.5) | (10.1,13.0) | (11.0,17.1) | (8.8,11.5) | (10.1,15.1) | (8.2,10.8) |
| Very dissatisfied | 5.0 | 16.0 | 7.2 | 13.9 | 5.5 | 12.1 |
| | (3.1,8.2) | (14.3,17.9) | (5.7,9.0) | (12.7,15.1) | (3.7,8.1) | (11.2,13.0) |

**Table 51bb.1**
*Satisfaction With Job Security: By Service*

51bb. How satisfied were you with each of the following while on active duty? Job security

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,347 | 1,326 | 718 | 265 | 160 | 183 | 22 |
| Responding on Item | 85,531 | 84,666 | 36,644 | 19,167 | 11,278 | 17,577 | 864 |
| Very satisfied | 19.2 | 19.1 | 16.8 | 19.2 | 21.9 | 21.7 | 29.1 |
| | *(18.4,20.0)* | *(18.3,19.9)* | *(15.8,17.8)* | *(17.6,20.9)* | *(19.7,24.3)* | *(19.5,24.1)* | *(18.9,41.9)* |
| Satisfied | 45.8 | 45.8 | 42.2 | 50.5 | 45.0 | 48.4 | 50.6 |
| | *(44.8,46.8)* | *(44.7,46.8)* | *(40.8,43.6)* | *(48.3,52.7)* | *(42.4,47.6)* | *(45.6,51.3)* | *(44.4,56.8)* |
| Neither satisfied nor dissatisfied | 26.2 | 26.4 | 29.5 | 23.8 | 26.4 | 22.6 | 15.2* |
| | *(25.4,27.1)* | *(25.5,27.3)* | *(28.6,30.4)* | *(21.1,26.9)* | *(25.1,27.8)* | *(20.4,24.9)* | *(7.5,28.2)* |
| Dissatisfied | 4.3 | 4.4 | 5.5 | 2.8 | 2.7 | 4.8 | 1.3* |
| | *(3.8,4.9)* | *(3.8,5.0)* | *(4.6,6.4)* | *(2.0,3.9)* | *(2.4,3.2)* | *(3.3,7.0)* | *(0.2,6.8)* |
| Very dissatisfied | 4.5 | 4.5 | 6.1 | 3.6 | 3.9 | 2.5 | 3.8* |
| | *(4.1,4.9)* | *(4.1,4.9)* | *(5.4,6.9)* | *(3.0,4.4)* | *(3.2,4.7)* | *(1.6,3.8)* | *(2.0,7.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51bb.2**
*Satisfaction With Job Security:  By Paygrade and Gender*

51bb.  How satisfied were you with each of the following while on active duty?  Job security

|  | Paygrade | | | | Gender | |
|  | Enlisted | | Officers | |  | |
|  | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 920 | 382 | 34 | 12 | 1,216 | 121 |
| Responding on Item | 45,734 | 28,647 | 5,684 | 5,415 | 72,765 | 12,624 |
| Very satisfied | 17.3 | 21.4 | 21.9 | 20.2 | 19.3 | 18.7 |
|  | *(16.2,18.4)* | *(20.2,22.7)* | *(20.0,24.0)* | *(17.9,22.6)* | *(18.3,20.2)* | *(16.9,20.7)* |
| Satisfied | 39.8 | 51.8 | 53.7 | 57.1 | 45.0 | 50.1 |
|  | *(38.4,41.2)* | *(50.0,53.5)* | *(50.5,56.9)* | *(55.5,58.6)* | *(44.0,46.1)* | *(47.6,52.5)* |
| Neither satisfied nor dissatisfied | 30.9 | 22.2 | 20.0 | 14.9 | 26.8 | 23.2 |
|  | *(29.7,32.1)* | *(20.8,23.6)* | *(17.4,22.8)* | *(12.1,18.2)* | *(25.8,27.7)* | *(21.2,25.3)* |
| Dissatisfied | 5.5 | 2.7 | 2.5 | 5.1 | 4.5 | 3.5 |
|  | *(4.6,6.6)* | *(2.2,3.3)* | *(1.7,3.6)* | *(3.4,7.5)* | *(3.9,5.2)* | *(2.7,4.5)* |
| Very dissatisfied | 6.6 | 1.9 | 1.9 | 2.8 | 4.5 | 4.5 |
|  | *(5.8,7.4)* | *(1.6,2.4)* | *(1.1,3.2)* | *(1.7,4.5)* | *(4.0,5.0)* | *(3.5,5.8)* |

**Table 51bb.3**
*Satisfaction With Job Security:  By Retirement/Separation*

51bb.  How satisfied were you with each of the following while on active duty?  Job security

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 52 | 283 | 34 | 529 | 91 | 327 |
| Responding on Item | 3,835 | 17,687 | 4,512 | 23,104 | 6,345 | 29,864 |
| Very satisfied | 20.4 | 19.1 | 23.8 | 18.0 | 20.0 | 19.1 |
| | *(17.2,23.9)* | *(17.6,20.6)* | *(21.2,26.6)* | *(16.4,19.7)* | *(16.5,24.1)* | *(17.8,20.4)* |
| Satisfied | 54.4 | 42.0 | 55.2 | 41.2 | 54.8 | 47.2 |
| | *(50.1,58.6)* | *(39.5,44.5)* | *(50.7,59.6)* | *(39.7,42.7)* | *(50.3,59.3)* | *(45.8,48.7)* |
| Neither satisfied nor dissatisfied | 17.4 | 27.6 | 16.8 | 29.7 | 20.4 | 26.5 |
| | *(14.2,21.1)* | *(25.5,29.8)* | *(13.9,20.2)* | *(27.4,32.1)* | *(17.5,23.6)* | *(25.1,27.9)* |
| Dissatisfied | 4.4 | 5.5 | 2.5 | 4.9 | 3.4 | 3.7 |
| | *(2.8,6.8)* | *(4.2,7.2)* | *(1.4,4.5)* | *(3.8,6.2)* | *(2.2,5.4)* | *(2.9,4.6)* |
| Very dissatisfied | 3.4 | 5.8 | 1.7* | 6.2 | 1.3* | 3.6 |
| | *(2.1,5.4)* | *(4.7,7.2)* | *(0.7,4.1)* | *(5.4,7.2)* | *(0.7,2.7)* | *(2.8,4.5)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51cc.1**
*Satisfaction With Location or Station of Choice, Homeporting:  By Service*

51cc.  How satisfied were you with each of the following while on active duty?  Location or station of choice, homeporting

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 947 | 947 | 569 | 108 | 137 | 133 | | 0 |
| Responding on Item | 85,931 | 85,045 | 36,793 | 19,324 | 11,301 | 17,627 | | 886 |
| Very satisfied | 8.9 | 8.8 | 6.9 | 11.6 | 10.4 | 8.6 | | 17.3 |
| | (8.3,9.5) | (8.2,9.4) | (6.1,7.8) | (10.5,12.8) | (8.9,12.1) | (7.0,10.4) | | (13.3,22.2) |
| Satisfied | 25.4 | 25.2 | 21.0 | 29.5 | 24.3 | 29.8 | | 43.2 |
| | (24.3,26.5) | (24.1,26.3) | (19.5,22.4) | (27.2,31.9) | (22.7,26.0) | (26.3,33.5) | | (35.1,51.7) |
| Neither satisfied nor dissatisfied | 26.3 | 26.3 | 27.0 | 24.6 | 29.0 | 25.2 | | 25.9 |
| | (25.3,27.4) | (25.3,27.4) | (25.3,28.7) | (22.9,26.3) | (27.4,30.6) | (22.3,28.3) | | (15.4,40.3) |
| Dissatisfied | 11.6 | 11.6 | 12.0 | 11.2 | 10.7 | 11.9 | | 4.9* |
| | (10.8,12.3) | (10.9,12.4) | (10.9,13.2) | (9.5,13.2) | (9.5,12.0) | (10.4,13.6) | | (1.9,12.1) |
| Very dissatisfied | 19.8 | 20.0 | 23.1 | 18.4 | 18.6 | 15.9 | | 7.4* |
| | (19.0,20.7) | (19.2,20.8) | (21.9,24.4) | (16.6,20.4) | (17.3,20.1) | (14.0,18.0) | | (2.1,22.7) |
| Does not apply | 8.1 | 8.1 | 10.1 | 4.7 | 7.0 | 8.7 | | 1.2* |
| | (7.4,8.7) | (7.5,8.8) | (9.1,11.1) | (3.8,5.8) | (5.7,8.5) | (6.9,10.9) | | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51cc.2**
*Satisfaction With Location or Station of Choice, Homeporting: By Paygrade and Gender*

51cc. How satisfied were you with each of the following while on active duty? Location or station of choice, homeporting

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 653 | 224 | 39 | 32 | 829 | 104 |
| Responding on Item | 46,001 | 28,805 | 5,679 | 5,395 | 73,152 | 12,641 |
| Very satisfied | 8.3 | 9.4 | 11.0 | 8.4 | 8.7 | 9.6 |
| | *(7.4,9.3)* | *(8.5,10.4)* | *(8.9,13.5)* | *(6.8,10.2)* | *(8.1,9.4)* | *(7.8,11.9)* |
| Satisfied | 19.7 | 29.1 | 34.7 | 43.9 | 25.2 | 26.2 |
| | *(18.2,21.2)* | *(27.3,31.0)* | *(30.6,39.0)* | *(40.4,47.5)* | *(24.1,26.4)* | *(23.7,28.8)* |
| Neither satisfied nor dissatisfied | 27.3 | 25.9 | 22.6 | 23.2 | 26.4 | 25.7 |
| | *(25.7,29.0)* | *(24.7,27.2)* | *(20.1,25.4)* | *(20.0,26.7)* | *(25.3,27.5)* | *(23.0,28.7)* |
| Dissatisfied | 11.0 | 12.9 | 12.5 | 8.7 | 11.5 | 11.6 |
| | *(9.9,12.1)* | *(11.4,14.5)* | *(10.6,14.8)* | *(7.5,10.1)* | *(10.7,12.4)* | *(10.0,13.4)* |
| Very dissatisfied | 23.6 | 17.1 | 14.7 | 8.2 | 20.0 | 19.3 |
| | *(22.4,24.8)* | *(15.7,18.5)* | *(12.3,17.6)* | *(6.4,10.4)* | *(19.0,20.9)* | *(17.5,21.1)* |
| Does not apply | 10.1 | 5.6 | 4.4 | 7.7 | 8.2 | 7.6 |
| | *(9.1,11.2)* | *(4.8,6.5)* | *(3.3,5.7)* | *(6.4,9.2)* | *(7.5,8.9)* | *(6.4,9.0)* |

**Table 51cc.3**
*Satisfaction With Location or Station of Choice, Homeporting: By Retirement/Separation*

51cc. How satisfied were you with each of the following while on active duty? Location or station of choice, homeporting

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 27 | 188 | 11 | 352 | 54 | 283 |
| Responding on Item | 3,860 | 17,782 | 4,535 | 23,281 | 6,382 | 29,908 |
| Very satisfied | 7.8 | 8.0 | 10.5 | 9.7 | 8.9 | 8.7 |
| | *(5.3,11.4)* | *(6.9,9.3)* | *(7.9,13.8)* | *(8.4,11.1)* | *(7.4,10.8)* | *(7.8,9.7)* |
| Satisfied | 38.5 | 19.3 | 36.3 | 23.9 | 34.8 | 24.6 |
| | *(32.5,45.0)* | *(17.3,21.4)* | *(31.1,41.7)* | *(22.6,25.3)* | *(30.2,39.7)* | *(23.2,26.2)* |
| Neither satisfied nor dissatisfied | 22.9 | 26.9 | 24.1 | 26.2 | 26.6 | 26.7 |
| | *(19.5,26.7)* | *(23.7,30.3)* | *(20.4,28.3)* | *(24.5,27.9)* | *(23.3,30.2)* | *(25.4,28.0)* |
| Dissatisfied | 11.9 | 11.4 | 11.9 | 11.3 | 11.8 | 11.8 |
| | *(9.6,14.6)* | *(10.2,12.8)* | *(9.6,14.8)* | *(10.2,12.5)* | *(8.4,16.5)* | *(10.8,12.8)* |
| Very dissatisfied | 12.2 | 25.9 | 11.1 | 21.1 | 12.1 | 19.3 |
| | *(10.1,14.7)* | *(24.1,27.7)* | *(8.5,14.3)* | *(19.5,22.8)* | *(9.6,15.1)* | *(18.0,20.7)* |
| Does not apply | 6.7 | 8.6 | 6.1 | 7.9 | 5.8 | 8.9 |
| | *(4.4,10.1)* | *(7.0,10.6)* | *(4.7,7.9)* | *(6.9,9.0)* | *(4.4,7.5)* | *(8.0,9.9)* |

**Table 51dd.1**
*Satisfaction With Co-Location With Military Spouse: By Service*

51dd. How satisfied were you with each of the following while on active duty? Co-location with your military spouse

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,530 | 1,508 | 789 | 296 | 221 | 202 | | 22 |
| Responding on Item | 85,348 | 84,484 | 36,573 | 19,136 | 11,217 | 17,558 | | 864 |
| Very satisfied | 4.6 | 4.5 | 4.9 | 3.2 | 3.9 | 5.7 | | 7.6 |
| | (4.1,5.1) | (4.1,5.1) | (4.2,5.7) | (2.6,4.1) | (3.2,4.7) | (4.3,7.5) | | (7.4,7.8) |
| Satisfied | 9.3 | 9.3 | 9.3 | 9.6 | 9.0 | 9.0 | | 7.6* |
| | (8.7,9.8) | (8.7,9.9) | (8.7,10.0) | (8.1,11.3) | (7.8,10.3) | (7.8,10.4) | | (2.2,23.3) |
| Neither satisfied nor dissatisfied | 12.2 | 12.3 | 13.8 | 12.4 | 12.2 | 9.0 | | 5.1* |
| | (11.5,12.9) | (11.6,13.0) | (12.6,15.0) | (11.1,13.9) | (10.7,13.8) | (7.9,10.3) | | (2.0,12.4) |
| Dissatisfied | 2.4 | 2.4 | 3.0 | 2.0 | 2.1 | 1.8 | | 1.3* |
| | (2.0,2.9) | (2.0,2.9) | (2.2,4.0) | (1.5,2.6) | (1.6,2.8) | (1.2,2.6) | | (0.2,7.1) |
| Very dissatisfied | 4.5 | 4.5 | 5.6 | 4.2 | 4.9 | 2.5 | | 3.8* |
| | (4.1,5.0) | (4.1,5.0) | (5.1,6.1) | (3.2,5.6) | (4.1,5.8) | (1.6,3.8) | | (2.0,7.0) |
| Does not apply | 67.1 | 67.0 | 63.4 | 68.6 | 68.0 | 72.0 | | 74.7 |
| | (66.2,68.0) | (66.1,67.9) | (62.2,64.7) | (66.4,70.6) | (65.8,70.0) | (69.9,74.1) | | (58.4,86.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51dd.2**
*Satisfaction With Co-Location With Military Spouse:  By Paygrade and Gender*

51dd.  How satisfied were you with each of the following while on active duty?  Co-location with your military spouse

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,001 | 437 | 54 | 39 | 1,396 | 123 |
| Responding on Item | 45,653 | 28,592 | 5,664 | 5,388 | 72,585 | 12,622 |
| Very satisfied | 4.2 | 4.9 | 4.7 | 5.9 | 3.6 | 10.3 |
| | (3.5,5.0) | (4.1,5.9) | (3.4,6.3) | (3.9,8.7) | (3.1,4.1) | (8.8,12.0) |
| Satisfied | 7.8 | 11.6 | 9.0 | 9.5 | 8.1 | 16.0 |
| | (7.1,8.5) | (10.5,12.8) | (7.0,11.3) | (8.2,11.0) | (7.5,8.7) | (14.6,17.5) |
| Neither satisfied nor dissatisfied | 14.8 | 11.0 | 5.2 | 3.3* | 12.3 | 11.8 |
| | (13.8,15.9) | (10.2,11.9) | (3.9,6.9) | (1.8,6.0) | (11.5,13.1) | (10.4,13.3) |
| Dissatisfied | 2.7 | 2.1 | 2.4 | 1.2 | 2.1 | 3.9 |
| | (2.0,3.6) | (1.7,2.6) | (1.7,3.3) | (0.7,1.9) | (1.7,2.6) | (3.0,5.0) |
| Very dissatisfied | 5.6 | 3.4 | 4.0 | 2.0 | 4.1 | 7.4 |
| | (4.9,6.4) | (2.9,4.1) | (3.2,5.0) | (1.2,3.3) | (3.6,4.5) | (6.3,8.7) |
| Does not apply | 64.9 | 66.9 | 74.8 | 78.1 | 69.9 | 50.7 |
| | (63.8,66.0) | (65.3,68.5) | (71.7,77.6) | (73.4,82.2) | (68.9,70.9) | (48.3,53.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51dd.3**
*Satisfaction With Co-Location With Military Spouse:  By Retirement/Separation*

51dd.  How satisfied were you with each of the following while on active duty?  Co-location with your military spouse

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 78 | 318 | 47 | 594 | 81 | 385 |
| Responding on Item | 3,809 | 17,652 | 4,499 | 23,039 | 6,355 | 29,806 |
| Very satisfied | 5.7 | 4.9 | 6.0 | 3.9 | 5.1 | 4.4 |
| | (3.9,8.2) | (4.1,5.9) | (4.1,8.9) | (3.1,5.0) | (3.7,7.1) | (3.8,5.0) |
| Satisfied | 13.8 | 9.2 | 13.7 | 9.1 | 11.5 | 7.7 |
| | (11.3,16.7) | (8.0,10.6) | (10.8,17.2) | (8.2,10.0) | (8.9,14.8) | (6.8,8.7) |
| Neither satisfied nor dissatisfied | 9.9 | 12.3 | 7.2 | 15.0 | 7.3 | 12.0 |
| | (7.3,13.4) | (11.2,13.5) | (6.0,8.5) | (13.1,17.2) | (5.6,9.4) | (11.0,13.0) |
| Dissatisfied | 1.3 | 2.6 | 2.9 | 2.8 | 2.4* | 2.0 |
| | (0.8,2.1) | (2.1,3.3) | (1.9,4.4) | (1.9,4.1) | (1.3,4.4) | (1.4,2.8) |
| Very dissatisfied | 3.9* | 5.7 | 4.0 | 4.9 | 1.8 | 4.4 |
| | (1.8,8.2) | (4.6,6.9) | (2.9,5.4) | (3.7,6.5) | (1.1,3.1) | (3.7,5.1) |
| Does not apply | 65.4 | 65.3 | 66.2 | 64.3 | 71.8 | 69.7 |
| | (61.1,69.5) | (63.2,67.4) | (62.2,70.0) | (62.5,66.0) | (67.6,75.6) | (67.7,71.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51ee.1**
*Satisfaction With Medical Care for Family: By Service*

51ee. How satisfied were you with each of the following while on active duty?  Medical care for your family

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,273 | 1,251 | 771 | 201 | 187 | 93 | | 22 |
| Responding on Item | 85,605 | 84,741 | 36,591 | 19,231 | 11,251 | 17,667 | | 864 |
| Very satisfied | 5.3 | 5.3 | 5.6 | 5.3 | 4.7 | 5.1 | | 2.5 |
| | *(4.8,5.8)* | *(4.8,5.8)* | *(4.8,6.5)* | *(4.2,6.7)* | *(3.9,5.7)* | *(4.1,6.2)* | | *(2.5,2.6)* |
| Satisfied | 19.5 | 19.4 | 18.9 | 20.8 | 15.5 | 21.3 | | 35.4 |
| | *(18.6,20.5)* | *(18.5,20.3)* | *(17.3,20.5)* | *(19.0,22.8)* | *(14.5,16.6)* | *(19.2,23.6)* | | *(29.8,41.5)* |
| Neither satisfied nor dissatisfied | 14.5 | 14.5 | 15.1 | 14.3 | 13.3 | 14.2 | | 12.7* |
| | *(13.6,15.4)* | *(13.6,15.4)* | *(13.8,16.5)* | *(12.3,16.5)* | *(11.4,15.5)* | *(12.5,16.1)* | | *(5.8,25.3)* |
| Dissatisfied | 10.6 | 10.6 | 8.9 | 11.0 | 8.4 | 15.1 | | 11.4 |
| | *(9.9,11.3)* | *(9.9,11.3)* | *(7.8,10.1)* | *(9.4,12.8)* | *(7.2,9.7)* | *(13.7,16.7)* | | *(9.4,13.8)* |
| Very dissatisfied | 12.8 | 12.8 | 12.3 | 12.1 | 11.4 | 15.4 | | 15.2 |
| | *(12.2,13.4)* | *(12.2,13.4)* | *(11.6,13.1)* | *(10.7,13.6)* | *(10.1,12.9)* | *(13.7,17.4)* | | *(14.8,15.6)* |
| Does not apply | 37.3 | 37.4 | 39.2 | 36.6 | 46.7 | 28.8 | | 22.8 |
| | *(36.3,38.3)* | *(36.5,38.4)* | *(37.6,40.9)* | *(35.0,38.3)* | *(44.4,49.0)* | *(26.5,31.2)* | | *(17.7,28.8)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51ee.2**
*Satisfaction With Medical Care for Family:  By Paygrade and Gender*

51ee.  How satisfied were you with each of the following while on active duty?  Medical care for your family

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 881 | 330 | 50 | 12 | 1,140 | 107 |
| Responding on Item | 45,773 | 28,699 | 5,668 | 5,415 | 72,841 | 12,638 |
| Very satisfied | 5.2 | 5.1 | 4.3 | 7.5 | 4.7 | 8.5 |
| | (4.4,6.1) | (4.5,5.9) | (3.5,5.3) | (5.6,10.0) | (4.2,5.3) | (7.1,10.1) |
| Satisfied | 15.1 | 24.6 | 20.7 | 29.3 | 18.7 | 24.1 |
| | (13.8,16.4) | (23.4,25.9) | (18.2,23.5) | (23.6,35.7) | (17.7,19.8) | (22.2,26.2) |
| Neither satisfied nor dissatisfied | 15.2 | 14.4 | 10.4 | 13.2 | 14.4 | 15.0 |
| | (13.9,16.6) | (13.2,15.6) | (8.6,12.6) | (11.1,15.6) | (13.4,15.4) | (13.5,16.6) |
| Dissatisfied | 5.7 | 15.6 | 13.2 | 22.5 | 11.2 | 7.2 |
| | (4.8,6.8) | (14.4,16.9) | (11.7,14.9) | (20.7,24.5) | (10.4,12.1) | (6.0,8.5) |
| Very dissatisfied | 8.8 | 16.9 | 16.6 | 21.3 | 13.8 | 7.1 |
| | (8.1,9.6) | (16.0,17.9) | (14.1,19.3) | (17.6,25.7) | (13.1,14.5) | (6.0,8.4) |
| Does not apply | 50.0 | 23.3 | 34.7 | 6.1 | 37.1 | 38.2 |
| | (48.5,51.6) | (22.2,24.5) | (32.0,37.5) | (5.0,7.5) | (36.0,38.2) | (35.6,40.8) |

**Table 51ee.3**
*Satisfaction With Medical Care for Family:  By Retirement/Separation*

51ee.  How satisfied were you with each of the following while on active duty?  Medical care for your family

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 36 | 302 | 23 | 532 | 5 | 348 |
| Responding on Item | 3,851 | 17,668 | 4,523 | 23,101 | 6,431 | 29,843 |
| Very satisfied | 5.5 | 5.1 | 5.5 | 5.4 | 5.0 | 5.3 |
| | (3.8,8.0) | (4.3,6.1) | (4.3,7.1) | (4.3,6.7) | (3.1,8.0) | (4.6,6.1) |
| Satisfied | 28.3 | 19.7 | 30.1 | 15.9 | 30.1 | 17.2 |
| | (23.5,33.8) | (18.1,21.5) | (26.0,34.4) | (14.6,17.3) | (24.5,36.4) | (15.6,19.0) |
| Neither satisfied nor dissatisfied | 16.8 | 14.0 | 12.1 | 15.8 | 17.7 | 13.1 |
| | (12.9,21.5) | (12.1,16.1) | (9.6,15.2) | (14.2,17.5) | (14.5,21.5) | (11.8,14.5) |
| Dissatisfied | 22.6 | 10.0 | 21.7 | 7.2 | 21.9 | 7.9 |
| | (18.6,27.3) | (8.8,11.4) | (17.5,26.4) | (6.0,8.6) | (17.4,27.3) | (7.0,8.8) |
| Very dissatisfied | 20.8 | 17.4 | 25.8 | 8.1 | 19.0 | 9.4 |
| | (18.0,24.0) | (15.5,19.4) | (20.4,32.0) | (7.1,9.2) | (16.4,21.8) | (8.6,10.3) |
| Does not apply | 5.9 | 33.7 | 4.8 | 47.6 | 6.2 | 47.1 |
| | (4.6,7.5) | (31.0,36.6) | (2.8,8.3) | (45.5,49.8) | (5.1,7.6) | (45.4,48.7) |

**Table 51ff.1**
*Satisfaction With Dental Care for Family: By Service*

51ff. How satisfied were you with each of the following while on active duty? Dental care for your family

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,290 | 1,268 | 766 | 223 | 187 | 91 | 22 |
| Responding on Item | 85,588 | 84,724 | 36,596 | 19,209 | 11,251 | 17,669 | 864 |
| Very satisfied | 4.5 | 4.5 | 4.8 | 4.1 | 4.0 | 4.4 | 3.8* |
| | *(4.0,4.9)* | *(4.0,4.9)* | *(4.2,5.6)* | *(3.1,5.5)* | *(3.4,4.9)* | *(3.7,5.1)* | *(2.0,7.0)* |
| Satisfied | 17.7 | 17.5 | 17.2 | 18.4 | 13.1 | 20.0 | 30.4 |
| | *(16.9,18.5)* | *(16.7,18.3)* | *(15.8,18.7)* | *(16.8,20.2)* | *(12.0,14.3)* | *(18.5,21.6)* | *(29.6,31.1)* |
| Neither satisfied nor dissatisfied | 15.2 | 15.2 | 15.4 | 15.6 | 14.7 | 14.9 | 15.2* |
| | *(14.5,16.0)* | *(14.5,16.0)* | *(14.4,16.4)* | *(13.9,17.5)* | *(12.9,16.7)* | *(13.6,16.3)* | *(5.7,34.6)* |
| Dissatisfied | 9.7 | 9.7 | 8.3 | 10.9 | 7.7 | 12.6 | 11.4* |
| | *(9.0,10.5)* | *(8.9,10.5)* | *(7.2,9.5)* | *(8.8,13.5)* | *(6.7,8.8)* | *(11.3,14.1)* | *(5.7,21.5)* |
| Very dissatisfied | 13.9 | 13.9 | 13.4 | 12.6 | 12.4 | 17.4 | 16.5 |
| | *(13.3,14.7)* | *(13.2,14.6)* | *(12.6,14.2)* | *(10.9,14.6)* | *(11.3,13.6)* | *(15.5,19.6)* | *(14.5,18.7)* |
| Does not apply | 39.0 | 39.2 | 40.9 | 38.3 | 48.1 | 30.7 | 22.8 |
| | *(38.0,39.9)* | *(38.2,40.1)* | *(39.2,42.6)* | *(36.6,40.1)* | *(46.0,50.1)* | *(28.8,32.7)* | *(14.0,34.8)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51ff.2**
*Satisfaction With Dental Care for Family: By Paygrade and Gender*

51ff. How satisfied were you with each of the following while on active duty? Dental care for your family

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 983 | 258 | 45 | 4 | 1,162 | 117 |
| Responding on Item | 45,671 | 28,771 | 5,673 | 5,423 | 72,819 | 12,628 |
| Very satisfied | 4.5 | 4.5 | 4.1 | 4.0 | 4.1 | 6.4 |
| | *(3.9,5.2)* | *(3.9,5.1)* | *(2.7,6.3)* | *(3.1,5.1)* | *(3.6,4.7)* | *(5.4,7.7)* |
| Satisfied | 13.8 | 21.7 | 19.6 | 26.9 | 16.9 | 22.1 |
| | *(12.6,15.0)* | *(20.5,23.0)* | *(17.8,21.5)* | *(22.7,31.5)* | *(16.0,17.8)* | *(20.5,23.7)* |
| Neither satisfied nor dissatisfied | 15.5 | 15.3 | 13.1 | 15.0 | 15.1 | 15.9 |
| | *(14.6,16.5)* | *(14.2,16.4)* | *(10.8,15.9)* | *(12.8,17.5)* | *(14.3,15.9)* | *(14.3,17.7)* |
| Dissatisfied | 5.2 | 14.3 | 11.1 | 22.3 | 10.5 | 5.5 |
| | *(4.2,6.3)* | *(13.2,15.5)* | *(9.5,13.0)* | *(17.4,28.1)* | *(9.6,11.4)* | *(4.4,6.8)* |
| Very dissatisfied | 9.3 | 19.3 | 14.8 | 23.9 | 15.0 | 7.8 |
| | *(8.5,10.1)* | *(18.0,20.7)* | *(12.5,17.4)* | *(19.8,28.7)* | *(14.2,15.9)* | *(6.6,9.3)* |
| Does not apply | 51.8 | 24.9 | 37.2 | 7.9 | 38.4 | 42.2 |
| | *(50.2,53.3)* | *(23.8,26.1)* | *(33.8,40.7)* | *(6.0,10.4)* | *(37.4,39.5)* | *(39.7,44.8)* |

**Table 51ff.3**
*Satisfaction With Dental Care for Family: By Retirement/Separation*

51ff. How satisfied were you with each of the following while on active duty? Dental care for your family

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 30 | 309 | 21 | 491 | 15 | 397 |
| Responding on Item | 3,857 | 17,661 | 4,525 | 23,142 | 6,421 | 29,794 |
| Very satisfied | 4.4 | 4.9 | 5.7 | 4.3 | 3.0 | 4.5 |
| | (3.3,5.9) | (4.0,5.9) | (4.3,7.6) | (3.4,5.5) | (2.0,4.4) | (3.8,5.3) |
| Satisfied | 23.8 | 18.0 | 25.9 | 14.5 | 25.0 | 16.2 |
| | (18.9,29.4) | (16.3,19.9) | (22.9,29.2) | (13.1,16.1) | (21.4,28.9) | (14.7,17.8) |
| Neither satisfied nor dissatisfied | 16.6 | 15.5 | 12.6 | 16.5 | 15.8 | 14.2 |
| | (13.1,20.9) | (13.6,17.5) | (9.3,16.8) | (15.2,17.9) | (12.9,19.3) | (13.2,15.3) |
| Dissatisfied | 23.0 | 8.6 | 20.5 | 7.1 | 22.3 | 6.3 |
| | (18.9,27.5) | (7.4,10.0) | (15.6,26.5) | (5.9,8.5) | (18.5,26.6) | (5.6,7.1) |
| Very dissatisfied | 24.8 | 17.5 | 28.6 | 8.4 | 25.9 | 9.9 |
| | (22.1,27.8) | (15.7,19.3) | (23.7,34.1) | (7.5,9.5) | (22.2,30.0) | (9.0,11.0) |
| Does not apply | 7.4 | 35.5 | 6.6 | 49.2 | 8.0 | 48.8 |
| | (5.7,9.7) | (32.6,38.6) | (4.2,10.3) | (47.2,51.2) | (6.6,9.6) | (47.2,50.4) |

**Table 51gg.1**
*Satisfaction With Youth Activities on Base: By Service*

51gg. How satisfied were you with each of the following while on active duty? Youth activities on base

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,379 | 1,357 | 814 | 179 | 231 | 133 | 22 |
| Responding on Item | 85,499 | 84,635 | 36,548 | 19,253 | 11,207 | 17,627 | 864 |
| Very satisfied | 2.6 | 2.6 | 2.5 | 2.6 | 2.4 | 2.8 | 2.5 |
| | (2.3,2.9) | (2.3,2.9) | (2.2,2.9) | (1.7,3.8) | (1.8,3.3) | (2.1,3.7) | (2.5,2.6) |
| Satisfied | 14.1 | 14.2 | 13.3 | 14.9 | 11.6 | 16.7 | 11.4 |
| | (13.5,14.8) | (13.5,14.8) | (12.4,14.4) | (13.8,16.0) | (10.4,12.8) | (14.9,18.8) | (9.4,13.8) |
| Neither satisfied nor dissatisfied | 22.3 | 22.3 | 22.0 | 23.0 | 20.1 | 23.3 | 25.3 |
| | (21.6,23.0) | (21.6,23.0) | (21.1,23.0) | (21.5,24.6) | (18.5,21.8) | (21.3,25.4) | (24.7,26.0) |
| Dissatisfied | 4.7 | 4.6 | 4.3 | 5.2 | 3.9 | 5.1 | 7.6* |
| | (4.2,5.2) | (4.1,5.2) | (3.5,5.3) | (4.1,6.6) | (3.3,4.6) | (4.1,6.3) | (3.8,14.5) |
| Very dissatisfied | 5.4 | 5.4 | 6.6 | 5.8 | 4.1 | 3.4 | 8.9 |
| | (5.0,5.9) | (4.9,5.9) | (5.8,7.4) | (4.8,7.0) | (3.3,5.1) | (2.6,4.4) | (6.8,11.4) |
| Does not apply | 50.9 | 51.0 | 51.2 | 48.5 | 57.9 | 48.7 | 44.3 |
| | (50.0,51.8) | (50.0,51.9) | (50.2,52.2) | (46.8,50.2) | (55.9,60.0) | (45.7,51.7) | (42.9,45.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51gg.2**
*Satisfaction With Youth Activities on Base:  By Paygrade and Gender*

51gg.  How satisfied were you with each of the following while on active duty?  Youth activities on base

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 911 | 364 | 53 | 51 | 1,257 | 111 |
| Responding on Item | 45,743 | 28,665 | 5,665 | 5,376 | 72,724 | 12,634 |
| Very satisfied | 2.5 | 3.0 | 1.4 | 2.7* | 2.4 | 3.9 |
| | (2.0,3.0) | (2.5,3.5) | (1.0,2.1) | (1.5,5.0) | (2.0,2.8) | (2.9,5.1) |
| Satisfied | 10.2 | 19.7 | 10.7 | 21.8 | 14.1 | 14.2 |
| | (9.1,11.3) | (18.9,20.5) | (9.1,12.6) | (19.2,24.7) | (13.4,14.9) | (12.3,16.4) |
| Neither satisfied nor dissatisfied | 20.8 | 25.3 | 15.4 | 26.2 | 22.8 | 19.5 |
| | (19.7,21.9) | (24.3,26.3) | (13.8,17.3) | (21.7,31.3) | (22.0,23.6) | (18.0,21.0) |
| Dissatisfied | 4.1 | 5.5 | 3.1 | 6.5 | 4.9 | 3.4 |
| | (3.4,4.9) | (4.8,6.4) | (2.1,4.5) | (4.4,9.5) | (4.3,5.5) | (2.8,4.1) |
| Very dissatisfied | 5.9 | 5.8 | 2.1 | 3.1 | 5.6 | 4.3 |
| | (5.3,6.7) | (5.1,6.5) | (1.3,3.3) | (2.0,4.8) | (5.1,6.2) | (3.5,5.3) |
| Does not apply | 56.6 | 40.7 | 67.3 | 39.7 | 50.2 | 54.8 |
| | (55.1,58.0) | (39.6,41.8) | (65.1,69.4) | (37.1,42.3) | (49.2,51.2) | (52.5,57.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51gg.3**
*Satisfaction With Youth Activities on Base: By Retirement/Separation*

51gg. How satisfied were you with each of the following while on active duty? Youth activities on base

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 33 | 315 | 25 | 526 | 73 | 380 |
| Responding on Item | 3,854 | 17,655 | 4,521 | 23,107 | 6,363 | 29,811 |
| Very satisfied | 4.6 | 2.6 | 5.1 | 2.5 | 1.9 | 2.2 |
| | (3.0,7.0) | (2.1,3.2) | (3.4,7.4) | (1.8,3.4) | (1.3,2.9) | (1.7,2.8) |
| Satisfied | 27.8 | 13.5 | 25.4 | 11.6 | 23.8 | 10.9 |
| | (23.9,32.1) | (11.5,15.9) | (22.6,28.4) | (10.4,12.9) | (20.9,26.9) | (9.4,12.6) |
| Neither satisfied nor dissatisfied | 28.0 | 22.5 | 28.1 | 21.9 | 29.7 | 19.2 |
| | (24.1,32.3) | (20.5,24.6) | (24.9,31.5) | (20.1,23.7) | (27.1,32.5) | (17.9,20.7) |
| Dissatisfied | 5.9 | 4.6 | 8.2 | 4.2 | 7.6 | 3.8 |
| | (3.8,9.0) | (3.9,5.4) | (5.6,11.8) | (3.3,5.3) | (5.4,10.4) | (3.3,4.4) |
| Very dissatisfied | 5.6 | 6.6 | 7.1 | 4.6 | 7.7 | 4.7 |
| | (3.6,8.4) | (5.1,8.5) | (5.2,9.8) | (3.8,5.6) | (5.2,11.3) | (3.9,5.5) |
| Does not apply | 28.1 | 50.2 | 26.2 | 55.3 | 29.3 | 59.2 |
| | (24.7,31.8) | (47.4,53.1) | (22.3,30.5) | (52.8,57.7) | (26.7,32.2) | (57.7,60.8) |

**Table 51hh.1**
*Satisfaction With Schools for Children: By Service*

51hh. How satisfied were you with each of the following while on active duty?  Schools for your children

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,727 | 1,705 | 1,072 | 282 | 244 | 107 | 22 |
| Responding on Item | 85,151 | 84,287 | 36,290 | 19,150 | 11,194 | 17,653 | 864 |
| Very satisfied | 2.7 | 2.7 | 2.7 | 2.7 | 1.9 | 3.3 | 5.1 |
| | (2.4,3.2) | (2.3,3.2) | (2.3,3.2) | (1.6,4.5) | (1.4,2.7) | (2.8,4.0) | (4.9,5.2) |
| Satisfied | 12.0 | 11.9 | 10.8 | 11.7 | 7.6 | 17.1 | 20.3 |
| | (11.4,12.5) | (11.4,12.5) | (10.2,11.5) | (10.5,13.1) | (6.3,9.1) | (15.6,18.7) | (19.8,20.8) |
| Neither satisfied nor dissatisfied | 16.4 | 16.5 | 15.7 | 18.3 | 14.6 | 17.3 | 11.4 |
| | (15.8,17.1) | (15.8,17.1) | (14.8,16.5) | (16.7,20.1) | (13.3,16.1) | (15.9,18.7) | (8.9,14.5) |
| Dissatisfied | 3.6 | 3.5 | 3.8 | 3.4 | 2.7 | 3.6 | 5.1 |
| | (3.2,4.0) | (3.1,4.0) | (3.0,4.7) | (2.9,4.1) | (2.1,3.5) | (3.0,4.5) | (4.9,5.2) |
| Very dissatisfied | 3.9 | 3.8 | 4.5 | 3.6 | 3.0 | 3.2 | 10.1 |
| | (3.5,4.3) | (3.5,4.2) | (4.0,5.2) | (2.8,4.6) | (2.4,3.7) | (2.6,3.9) | (6.3,15.9) |
| Does not apply | 61.4 | 61.6 | 62.5 | 60.2 | 70.2 | 55.5 | 48.1 |
| | (60.5,62.3) | (60.6,62.5) | (61.1,63.9) | (58.3,62.2) | (68.1,72.2) | (53.2,57.8) | (46.9,49.3) |

**Table 51hh.2**
*Satisfaction With Schools for Children:  By Paygrade and Gender*

51hh.  How satisfied were you with each of the following while on active duty?  Schools for your children

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,171 | 468 | 59 | 27 | 1,558 | 158 |
| Responding on Item | 45,483 | 28,561 | 5,659 | 5,400 | 72,423 | 12,587 |
| Very satisfied | 2.1 | 3.8 | 1.1* | 4.7 | 2.6 | 3.7 |
| | (1.6,2.6) | (3.0,4.7) | (0.6,2.2) | (3.8,5.8) | (2.2,3.1) | (2.8,4.8) |
| Satisfied | 5.8 | 19.7 | 7.9 | 27.4 | 12.1 | 11.5 |
| | (5.1,6.6) | (18.8,20.6) | (5.8,10.8) | (24.6,30.5) | (11.5,12.7) | (10.2,12.9) |
| Neither satisfied nor dissatisfied | 15.2 | 18.7 | 11.4 | 19.4 | 16.6 | 14.9 |
| | (14.4,16.1) | (17.5,20.0) | (10.0,12.9) | (17.2,21.9) | (16.0,17.4) | (13.5,16.4) |
| Dissatisfied | 2.2 | 4.8 | 2.4 | 9.7 | 3.8 | 2.2 |
| | (1.6,3.0) | (4.2,5.4) | (1.8,3.1) | (8.0,11.8) | (3.3,4.3) | (1.6,3.1) |
| Very dissatisfied | 3.5 | 4.7 | 2.5 | 3.9 | 4.1 | 2.7 |
| | (3.0,4.1) | (4.1,5.3) | (1.7,3.7) | (2.9,5.2) | (3.7,4.5) | (2.1,3.6) |
| Does not apply | 71.2 | 48.3 | 74.6 | 34.8 | 60.8 | 64.9 |
| | (69.9,72.4) | (46.6,50.0) | (71.5,77.5) | (32.7,37.0) | (59.7,61.8) | (63.1,66.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51hh.3**
*Satisfaction With Schools for Children: By Retirement/Separation*

51hh. How satisfied were you with each of the following while on active duty? Schools for your children

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 38 | 461 | 46 | 646 | 50 | 460 |
| Responding on Item | 3,849 | 17,509 | 4,500 | 22,987 | 6,386 | 29,731 |
| Very satisfied | 6.6 | 2.7 | 6.4 | 2.1 | 3.8 | 2.1 |
| | (4.6,9.3) | (2.0,3.6) | (4.6,8.7) | (1.5,2.9) | (2.4,6.0) | (1.6,2.6) |
| Satisfied | 36.2 | 10.5 | 31.9 | 6.5 | 27.8 | 7.5 |
| | (33.1,39.5) | (8.9,12.3) | (28.4,35.7) | (5.7,7.4) | (25.3,30.4) | (6.6,8.6) |
| Neither satisfied nor dissatisfied | 18.4 | 16.1 | 20.4 | 16.2 | 25.7 | 13.8 |
| | (15.5,21.8) | (14.3,18.0) | (17.0,24.3) | (14.8,17.8) | (21.7,30.0) | (12.8,14.9) |
| Dissatisfied | 8.0 | 3.4 | 8.4 | 2.9 | 7.5 | 2.0 |
| | (5.8,10.9) | (2.8,4.1) | (5.7,12.3) | (2.0,4.1) | (5.5,10.1) | (1.6,2.5) |
| Very dissatisfied | 4.3 | 5.1 | 6.8 | 3.3 | 5.6 | 2.8 |
| | (3.0,6.1) | (4.0,6.4) | (4.8,9.7) | (2.3,4.6) | (4.4,7.0) | (2.1,3.7) |
| Does not apply | 26.4 | 62.3 | 26.0 | 69.1 | 29.7 | 71.8 |
| | (22.5,30.9) | (59.7,64.8) | (22.1,30.4) | (66.6,71.4) | (25.1,34.7) | (70.3,73.1) |

**Table 51ii.1**
*Satisfaction With Spouse Employment and Career Opportunities:  By Service*

51ii.  How satisfied were you with each of the following while on active duty?  Spouse employment and career opportunities

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,307 | 1,285 | 782 | 209 | 194 | 100 | 22 |
| Responding on Item | 85,571 | 84,707 | 36,580 | 19,223 | 11,244 | 17,660 | 864 |
| Very satisfied | 1.8 | 1.8 | 2.3 | 1.2 | 1.3 | 1.6 | 1.3* |
| | *(1.5,2.1)* | *(1.5,2.1)* | *(2.0,2.8)* | *(0.8,2.1)* | *(0.8,1.9)* | *(1.0,2.3)* | *(0.2,6.8)* |
| Satisfied | 10.4 | 10.3 | 9.6 | 10.7 | 7.3 | 13.3 | 17.7 |
| | *(9.7,11.1)* | *(9.6,11.1)* | *(8.7,10.7)* | *(9.5,12.0)* | *(6.2,8.6)* | *(11.3,15.7)* | *(17.3,18.2)* |
| Neither satisfied nor dissatisfied | 20.5 | 20.5 | 18.9 | 23.0 | 17.5 | 22.9 | 20.3 |
| | *(19.5,21.4)* | *(19.5,21.4)* | *(17.5,20.3)* | *(20.9,25.3)* | *(15.7,19.4)* | *(20.7,25.2)* | *(15.3,26.3)* |
| Dissatisfied | 7.1 | 7.1 | 6.8 | 6.8 | 6.2 | 8.6 | 11.4 |
| | *(6.6,7.7)* | *(6.6,7.7)* | *(6.0,7.7)* | *(6.1,7.5)* | *(5.2,7.5)* | *(7.1,10.3)* | *(8.9,14.5)* |
| Very dissatisfied | 8.5 | 8.4 | 10.0 | 5.8 | 8.7 | 7.7 | 12.7* |
| | *(7.9,9.1)* | *(7.8,9.1)* | *(9.1,11.1)* | *(4.6,7.3)* | *(7.8,9.7)* | *(6.5,9.1)* | *(5.8,25.3)* |
| Does not apply | 51.8 | 51.9 | 52.4 | 52.4 | 59.0 | 45.9 | 36.7 |
| | *(50.9,52.6)* | *(51.0,52.8)* | *(51.0,53.7)* | *(50.7,54.1)* | *(56.5,61.5)* | *(44.0,47.8)* | *(33.4,40.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51ii.2**
*Satisfaction With Spouse Employment and Career Opportunities: By Paygrade and Gender*

51ii. How satisfied were you with each of the following while on active duty? Spouse employment and career opportunities

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 942 | 286 | 53 | 27 | 1,205 | 91 |
| Responding on Item | 45,712 | 28,743 | 5,665 | 5,400 | 72,776 | 12,654 |
| Very satisfied | 1.6 | 2.3 | 1.0 | 1.5* | 1.8 | 1.7 |
| | (1.3,2.0) | (1.8,2.9) | (0.6,1.6) | (0.7,3.1) | (1.5,2.1) | (1.2,2.5) |
| Satisfied | 7.4 | 14.2 | 9.6 | 16.5 | 10.7 | 8.7 |
| | (6.5,8.4) | (12.9,15.7) | (8.3,11.0) | (15.0,18.1) | (10.0,11.5) | (7.1,10.7) |
| Neither satisfied nor dissatisfied | 18.2 | 23.7 | 15.3 | 28.1 | 21.0 | 16.9 |
| | (16.7,19.7) | (22.5,25.1) | (13.1,17.7) | (24.2,32.2) | (19.9,22.2) | (15.1,18.9) |
| Dissatisfied | 4.3 | 9.8 | 8.8 | 15.4 | 7.7 | 4.1 |
| | (3.6,5.1) | (8.9,10.7) | (7.2,10.6) | (12.6,18.8) | (7.1,8.3) | (3.3,5.1) |
| Very dissatisfied | 7.3 | 9.6 | 10.9 | 10.2 | 8.8 | 6.2 |
| | (6.4,8.2) | (8.6,10.7) | (9.4,12.6) | (8.6,12.1) | (8.2,9.6) | (5.1,7.6) |
| Does not apply | 61.3 | 40.4 | 54.5 | 28.3 | 49.9 | 62.3 |
| | (59.9,62.6) | (39.2,41.7) | (51.8,57.2) | (26.0,30.8) | (49.0,50.9) | (59.5,65.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51ii.3**
*Satisfaction With Spouse Employment and Career Opportunities: By Retirement/Separation*

51ii. How satisfied were you with each of the following while on active duty? Spouse employment and career opportunities

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 26 | 278 | 30 | 541 | 29 | 376 |
| Responding on Item | 3,861 | 17,692 | 4,516 | 23,092 | 6,407 | 29,815 |
| Very satisfied | 3.3* | 2.1 | 2.3 | 1.4 | 2.2 | 1.5 |
| | (1.7,6.3) | (1.5,3.0) | (1.3,4.1) | (1.0,2.1) | (1.3,3.7) | (1.1,2.0) |
| Satisfied | 20.9 | 9.4 | 18.7 | 8.8 | 16.1 | 8.4 |
| | (17.8,24.3) | (8.1,10.8) | (15.6,22.3) | (7.3,10.5) | (13.1,19.7) | (7.5,9.4) |
| Neither satisfied nor dissatisfied | 25.9 | 20.1 | 28.0 | 18.9 | 31.8 | 17.6 |
| | (22.5,29.7) | (18.0,22.4) | (22.9,33.7) | (17.2,20.7) | (26.8,37.4) | (16.4,18.8) |
| Dissatisfied | 14.7 | 6.7 | 16.1 | 5.0 | 13.9 | 5.3 |
| | (11.9,18.1) | (5.7,8.0) | (13.7,18.7) | (4.2,6.1) | (11.3,17.0) | (4.6,6.0) |
| Very dissatisfied | 11.7 | 11.8 | 11.9 | 6.2 | 9.7 | 7.0 |
| | (9.6,14.2) | (10.3,13.5) | (9.0,15.7) | (4.9,7.9) | (6.9,13.4) | (6.4,7.7) |
| Does not apply | 23.5 | 49.9 | 23.0 | 59.6 | 26.3 | 60.3 |
| | (19.1,28.5) | (47.2,52.5) | (20.0,26.2) | (57.4,61.9) | (23.4,29.4) | (58.7,61.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51jj.1**
*Satisfaction With Military Family Support Programs:  By Service*

51jj.  How satisfied were you with each of the following while on active duty?  Military family support programs

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,302 | 1,270 | 805 | 174 | 177 | 113 | 33 |
| Responding on Item | 85,576 | 84,722 | 36,557 | 19,258 | 11,261 | 17,647 | 853 |
| Very satisfied | 3.2 | 3.2 | 2.2 | 2.5 | 2.6 | 6.5 | 0.0 |
| | (2.8,3.6) | (2.8,3.6) | (1.8,2.5) | (1.8,3.4) | (1.9,3.4) | (5.2,8.1) | (N/A,N/A) |
| Satisfied | 18.4 | 18.4 | 13.5 | 18.7 | 14.0 | 30.9 | 21.8 |
| | (17.6,19.2) | (17.6,19.1) | (12.5,14.4) | (17.5,20.1) | (12.2,15.9) | (28.1,33.7) | (19.4,24.4) |
| Neither satisfied nor dissatisfied | 25.0 | 25.0 | 22.8 | 27.6 | 22.7 | 28.2 | 21.8 |
| | (24.0,25.9) | (24.1,26.0) | (21.6,24.2) | (25.4,29.9) | (20.5,25.0) | (25.9,30.6) | (11.9,36.6) |
| Dissatisfied | 6.3 | 6.2 | 7.8 | 5.7 | 4.4 | 4.7 | 16.7* |
| | (5.5,7.2) | (5.4,7.1) | (6.3,9.7) | (4.7,6.8) | (3.6,5.3) | (3.8,6.0) | (7.6,32.6) |
| Very dissatisfied | 6.9 | 6.9 | 10.3 | 4.4 | 5.2 | 3.6 | 9.0* |
| | (6.3,7.6) | (6.3,7.6) | (9.2,11.5) | (3.3,6.0) | (4.5,6.0) | (2.7,4.9) | (3.9,19.5) |
| Does not apply | 40.3 | 40.4 | 43.5 | 41.2 | 51.2 | 26.1 | 30.8 |
| | (39.3,41.3) | (39.4,41.4) | (41.7,45.3) | (39.5,42.8) | (48.7,53.7) | (24.4,27.8) | (21.7,41.6) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 51jj.2**
*Satisfaction With Military Family Support Programs: By Paygrade and Gender*

51jj. How satisfied were you with each of the following while on active duty? Military family support programs

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 911 | 294 | 59 | 39 | 1,200 | 92 |
| Responding on Item | 45,743 | 28,735 | 5,659 | 5,388 | 72,781 | 12,653 |
| Very satisfied | 2.9 | 3.9 | 2.2 | 2.4 | 2.7 | 5.5 |
| | (2.4,3.5) | (3.2,4.7) | (1.5,3.0) | (1.5,3.9) | (2.4,3.1) | (4.3,7.2) |
| Satisfied | 12.8 | 24.6 | 18.8 | 31.7 | 17.7 | 22.2 |
| | (11.8,13.9) | (23.3,26.1) | (16.9,21.0) | (29.5,34.0) | (17.0,18.5) | (19.9,24.8) |
| Neither satisfied nor dissatisfied | 20.3 | 29.4 | 27.2 | 38.8 | 25.0 | 24.5 |
| | (18.9,21.8) | (28.2,30.7) | (24.6,30.1) | (36.7,40.9) | (24.0,26.1) | (22.6,26.4) |
| Dissatisfied | 5.2 | 7.9 | 6.2 | 8.0 | 6.6 | 4.8 |
| | (3.9,6.7) | (7.0,8.9) | (4.6,8.4) | (6.0,10.7) | (5.7,7.6) | (4.1,5.7) |
| Very dissatisfied | 7.4 | 7.2 | 5.2 | 3.3 | 7.3 | 5.0 |
| | (6.3,8.5) | (6.5,7.9) | (4.1,6.7) | (2.4,4.6) | (6.6,8.0) | (4.1,6.1) |
| Does not apply | 51.4 | 27.0 | 40.3 | 15.8 | 40.7 | 37.9 |
| | (49.8,53.1) | (25.8,28.2) | (36.9,43.9) | (13.6,18.4) | (39.6,41.8) | (35.4,40.5) |

**Table 51jj.3**
*Satisfaction With Military Family Support Programs:  By Retirement/Separation*

51jj.  How satisfied were you with each of the following while on active duty?  Military family support programs

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 28 | 304 | 40 | 530 | 33 | 340 |
| Responding on Item | 3,859 | 17,666 | 4,506 | 23,103 | 6,403 | 29,851 |
| Very satisfied | 3.9 | 3.5 | 6.7 | 2.5 | 2.8 | 2.9 |
| | *(3.0,5.2)* | *(2.7,4.6)* | *(4.0,11.1)* | *(1.9,3.2)* | *(1.6,4.7)* | *(2.4,3.4)* |
| Satisfied | 39.1 | 16.9 | 28.5 | 13.0 | 32.2 | 16.3 |
| | *(34.1,44.3)* | *(15.2,18.8)* | *(24.8,32.5)* | *(11.8,14.3)* | *(28.3,36.4)* | *(14.8,17.8)* |
| Neither satisfied nor dissatisfied | 31.9 | 23.4 | 38.3 | 22.4 | 39.4 | 21.8 |
| | *(28.7,35.2)* | *(21.2,25.7)* | *(34.1,42.8)* | *(20.7,24.3)* | *(36.7,42.2)* | *(20.3,23.4)* |
| Dissatisfied | 9.0 | 8.1 | 10.2 | 5.2 | 8.3 | 4.8 |
| | *(6.3,12.8)* | *(6.3,10.5)* | *(8.4,12.3)* | *(4.0,6.7)* | *(6.4,10.8)* | *(4.1,5.6)* |
| Very dissatisfied | 4.8 | 11.3 | 7.4 | 5.5 | 5.1 | 6.1 |
| | *(3.2,7.2)* | *(9.2,13.7)* | *(5.3,10.1)* | *(4.4,6.7)* | *(3.1,8.3)* | *(5.4,6.8)* |
| Does not apply | 11.3 | 36.8 | 8.9 | 51.5 | 12.1 | 48.2 |
| | *(9.2,13.9)* | *(34.5,39.2)* | *(5.9,13.4)* | *(49.4,53.5)* | *(10.5,13.9)* | *(46.5,49.9)* |

**Table 51kk.1**
*Satisfaction With Acceptable and Affordable Childcare: By Service*

51kk. How satisfied were you with each of the following while on active duty? Acceptable and affordable child care

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,688 | 1,666 | 1,062 | 220 | 255 | 129 | | 22 |
| Responding on Item | 85,190 | 84,326 | 36,300 | 19,212 | 11,183 | 17,631 | | 864 |
| Very satisfied | 1.8 | 1.8 | 2.0 | 1.7 | 1.4 | 1.8 | | 1.3* |
| | (1.5,2.2) | (1.5,2.2) | (1.5,2.7) | (1.4,2.2) | (1.1,1.9) | (1.2,2.8) | | (0.2,6.8) |
| Satisfied | 7.7 | 7.8 | 7.2 | 8.2 | 5.4 | 9.8 | | 5.1 |
| | (7.3,8.2) | (7.3,8.2) | (6.5,7.9) | (7.4,9.2) | (4.5,6.4) | (8.9,10.8) | | (4.9,5.2) |
| Neither satisfied nor dissatisfied | 16.8 | 16.8 | 16.5 | 16.9 | 14.2 | 18.7 | | 16.5 |
| | (16.0,17.6) | (16.0,17.6) | (15.7,17.3) | (15.1,18.9) | (12.4,16.2) | (16.3,21.4) | | (10.6,24.7) |
| Dissatisfied | 6.6 | 6.6 | 6.2 | 6.9 | 5.0 | 8.1 | | 10.1 |
| | (6.0,7.4) | (5.9,7.3) | (5.2,7.4) | (5.2,9.0) | (3.7,6.8) | (7.1,9.4) | | (6.3,15.9) |
| Very dissatisfied | 9.0 | 9.0 | 10.9 | 7.8 | 8.2 | 7.0 | | 10.1 |
| | (8.4,9.6) | (8.4,9.6) | (10.0,11.9) | (6.7,9.0) | (7.2,9.3) | (5.6,8.8) | | (6.0,16.6) |
| Does not apply | 58.0 | 58.0 | 57.2 | 58.5 | 65.7 | 54.5 | | 57.0 |
| | (57.1,59.0) | (57.1,59.0) | (55.6,58.8) | (57.0,59.9) | (63.4,67.9) | (51.9,57.0) | | (48.0,65.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51kk.2**
*Satisfaction With Acceptable and Affordable Childcare:  By Paygrade and Gender*

51kk.  How satisfied were you with each of the following while on active duty?   Acceptable and affordable child care

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,208 | 367 | 70 | 44 | 1,556 | 121 |
| Responding on Item | 45,446 | 28,662 | 5,648 | 5,383 | 72,425 | 12,624 |
| Very satisfied | 1.9 | 1.7 | 2.0 | 1.7* | 1.6 | 3.2 |
| | (1.4,2.5) | (1.3,2.0) | (1.3,3.1) | (0.9,3.1) | (1.3,2.0) | (2.4,4.3) |
| Satisfied | 5.3 | 10.8 | 6.5 | 13.1 | 7.4 | 9.7 |
| | (4.7,6.0) | (10.1,11.5) | (5.0,8.4) | (11.5,14.9) | (7.0,7.9) | (8.5,11.1) |
| Neither satisfied nor dissatisfied | 14.8 | 19.1 | 12.5 | 25.3 | 17.5 | 12.2 |
| | (13.8,15.8) | (17.5,20.8) | (10.8,14.5) | (21.8,29.1) | (16.6,18.5) | (10.8,13.8) |
| Dissatisfied | 4.6 | 10.0 | 4.8 | 7.5 | 6.6 | 6.7 |
| | (3.8,5.7) | (8.7,11.5) | (3.9,5.9) | (6.3,8.9) | (5.9,7.4) | (5.8,7.8) |
| Very dissatisfied | 8.5 | 11.8 | 4.7 | 3.9 | 8.6 | 11.4 |
| | (7.6,9.4) | (10.9,12.7) | (3.7,6.1) | (2.4,6.4) | (8.0,9.3) | (10.2,12.8) |
| Does not apply | 64.9 | 46.7 | 69.4 | 48.6 | 58.3 | 56.7 |
| | (63.4,66.4) | (45.2,48.1) | (66.0,72.6) | (45.1,52.1) | (57.2,59.3) | (54.0,59.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51kk.3**
*Satisfaction With Acceptable and Affordable Childcare:  By Retirement/Separation*

51kk.  How satisfied were you with each of the following while on active duty?  Acceptable and affordable child care

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 32 | 365 | 33 | 713 | 48 | 470 |
| Responding on Item | 3,855 | 17,605 | 4,513 | 22,920 | 6,388 | 29,721 |
| Very satisfied | 0.6* | 1.9 | 2.0* | 1.7 | 0.9* | 2.2 |
| | (0.2,1.9) | (1.4,2.6) | (1.0,4.1) | (1.3,2.1) | (0.4,1.8) | (1.6,3.1) |
| Satisfied | 17.1 | 7.3 | 12.7 | 6.1 | 13.0 | 6.1 |
| | (15.3,19.0) | (6.2,8.5) | (10.9,14.7) | (5.3,7.0) | (11.4,14.9) | (5.3,7.1) |
| Neither satisfied nor dissatisfied | 24.8 | 15.3 | 23.1 | 16.3 | 26.3 | 13.8 |
| | (20.8,29.1) | (13.7,17.1) | (19.5,27.2) | (14.9,17.8) | (21.7,31.6) | (12.5,15.3) |
| Dissatisfied | 9.4 | 6.9 | 14.3 | 4.9 | 11.5 | 5.3 |
| | (6.6,13.1) | (5.7,8.2) | (11.2,18.1) | (4.1,5.8) | (8.6,15.3) | (4.5,6.2) |
| Very dissatisfied | 10.8 | 14.5 | 11.1 | 6.8 | 10.6 | 6.7 |
| | (8.2,14.0) | (12.5,16.7) | (9.6,12.7) | (5.7,8.1) | (8.9,12.6) | (6.0,7.5) |
| Does not apply | 37.4 | 54.1 | 36.9 | 64.3 | 37.7 | 65.8 |
| | (32.9,42.1) | (51.7,56.5) | (33.1,40.8) | (62.3,66.2) | (34.2,41.2) | (63.7,67.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51ll.1**
*Satisfaction With Friendships Developed While in the Military: By Service*

51ll. How satisfied were you with each of the following while on active duty? Friendships developed while in the military

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,766 | 1,744 | 990 | 339 | 244 | 173 | | 22 |
| Responding on Item | 85,112 | 84,248 | 36,372 | 19,093 | 11,194 | 17,587 | | 864 |
| Very satisfied | 38.0 | 38.1 | 36.6 | 36.1 | 44.9 | 38.9 | | 32.9 |
| | (37.1,39.0) | (37.1,39.0) | (35.1,38.1) | (34.1,38.0) | (43.0,46.9) | (36.5,41.3) | | (28.9,37.2) |
| Satisfied | 38.6 | 38.5 | 35.9 | 42.3 | 33.7 | 42.6 | | 48.1 |
| | (37.4,39.7) | (37.3,39.6) | (34.0,37.8) | (40.1,44.5) | (31.7,35.8) | (40.1,45.1) | | (44.3,51.9) |
| Neither satisfied nor dissatisfied | 16.4 | 16.4 | 18.4 | 16.5 | 15.4 | 12.9 | | 13.9 |
| | (15.3,17.6) | (15.3,17.7) | (16.1,21.0) | (15.4,17.7) | (13.8,17.2) | (10.8,15.3) | | (7.8,23.6) |
| Dissatisfied | 2.9 | 2.9 | 3.5 | 2.0 | 2.7 | 2.7 | | 2.5 |
| | (2.4,3.5) | (2.4,3.5) | (2.4,4.9) | (1.6,2.6) | (2.0,3.6) | (2.0,3.7) | | (2.5,2.6) |
| Very dissatisfied | 4.1 | 4.2 | 5.6 | 3.1 | 3.3 | 3.0 | | 2.5 |
| | (3.7,4.7) | (3.7,4.7) | (4.7,6.7) | (2.4,3.9) | (2.5,4.2) | (2.2,3.9) | | (2.5,2.6) |

**Table 51l1.2**
*Satisfaction With Friendships Developed While in the Military: By Paygrade and Gender*

51l1. How satisfied were you with each of the following while on active duty? Friendships developed while in the military

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,342 | 353 | 65 | 7 | 1,562 | 194 |
| Responding on Item | 45,312 | 28,676 | 5,653 | 5,420 | 72,419 | 12,551 |
| Very satisfied | 36.5 | 36.4 | 49.6 | 47.3 | 38.5 | 35.3 |
| | *(35.0,38.0)* | *(34.9,37.8)* | *(47.0,52.2)* | *(45.0,49.6)* | *(37.4,39.6)* | *(32.8,38.0)* |
| Satisfied | 35.3 | 42.9 | 38.3 | 42.5 | 38.5 | 39.0 |
| | *(33.6,37.1)* | *(41.4,44.4)* | *(35.1,41.7)* | *(39.3,45.8)* | *(37.3,39.7)* | *(36.1,41.9)* |
| Neither satisfied nor dissatisfied | 18.7 | 15.7 | 9.3 | 8.9 | 16.3 | 16.9 |
| | *(16.8,20.8)* | *(14.4,17.0)* | *(7.7,11.3)* | *(6.5,12.1)* | *(15.0,17.7)* | *(15.3,18.6)* |
| Dissatisfied | 3.6 | 2.4 | 1.1 | 0.8* | 2.8 | 3.4 |
| | *(2.7,4.8)* | *(2.0,3.0)* | *(0.7,1.7)* | *(0.4,1.6)* | *(2.2,3.5)* | *(2.4,4.8)* |
| Very dissatisfied | 5.9 | 2.6 | 1.6 | 0.4* | 3.9 | 5.4 |
| | *(5.0,6.8)* | *(2.2,3.2)* | *(1.0,2.7)* | *(0.1,1.2)* | *(3.4,4.5)* | *(4.2,7.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51ll.3**
*Satisfaction With Friendships Developed While in the Military: By Retirement/Separation*

51ll. How satisfied were you with each of the following while on active duty?  Friendships developed while in the military

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 28 | 369 | 14 | 900 | 21 | 406 |
| Responding on Item | 3,859 | 17,601 | 4,532 | 22,733 | 6,415 | 29,785 |
| Very satisfied | 40.0 | 38.1 | 40.1 | 34.6 | 39.4 | 39.7 |
| | (38.1,42.0) | (35.4,40.9) | (35.5,44.8) | (32.4,36.9) | (35.7,43.3) | (38.4,40.9) |
| Satisfied | 42.2 | 34.7 | 43.5 | 38.3 | 44.6 | 38.5 |
| | (37.4,47.0) | (31.5,38.1) | (37.1,50.2) | (36.5,40.1) | (41.1,48.1) | (37.1,40.0) |
| Neither satisfied nor dissatisfied | 13.9 | 16.4 | 12.4 | 19.2 | 13.0 | 15.9 |
| | (9.7,19.6) | (15.0,18.0) | (9.9,15.5) | (17.4,21.2) | (10.6,15.9) | (14.1,17.7) |
| Dissatisfied | 1.7* | 4.6 | 2.1* | 3.1 | 1.0* | 2.4 |
| | (0.9,3.5) | (3.3,6.2) | (1.0,4.6) | (2.4,4.0) | (0.4,2.5) | (1.9,3.1) |
| Very dissatisfied | 2.1* | 6.1 | 1.9* | 4.8 | 2.0* | 3.6 |
| | (1.0,4.6) | (4.9,7.7) | (1.0,3.4) | (3.9,5.9) | (1.1,3.6) | (2.9,4.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51mm.1**
*Satisfaction With Quality of Equipment, Parts, and Resources:  By Service*

51mm.  How satisfied were you with each of the following while on active duty?  Quality of equipment, parts, and resources

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,005 | 1,983 | 1,073 | 401 | 284 | 225 | 22 |
| Responding on Item | 84,873 | 84,009 | 36,289 | 19,031 | 11,154 | 17,535 | 864 |
| Very satisfied | 3.1 | 3.0 | 2.9 | 2.6 | 2.5 | 4.1 | 6.3* |
| | (2.7,3.5) | (2.7,3.4) | (2.4,3.4) | (1.8,3.8) | (1.7,3.7) | (3.4,4.9) | (2.0,18.6) |
| Satisfied | 21.1 | 21.0 | 17.2 | 22.7 | 14.8 | 31.0 | 29.1 |
| | (20.2,22.0) | (20.1,21.9) | (16.0,18.4) | (20.8,24.7) | (13.4,16.3) | (28.5,33.7) | (22.8,36.3) |
| Neither satisfied nor dissatisfied | 31.3 | 31.4 | 30.5 | 32.7 | 31.2 | 32.0 | 21.5 |
| | (30.1,32.6) | (30.2,32.7) | (28.6,32.6) | (29.4,36.2) | (29.1,33.3) | (29.6,34.6) | (19.6,23.5) |
| Dissatisfied | 21.6 | 21.5 | 22.3 | 21.7 | 24.2 | 18.1 | 32.9 |
| | (20.6,22.8) | (20.5,22.6) | (20.3,24.4) | (19.8,23.8) | (22.5,25.9) | (16.3,20.1) | (19.5,49.8) |
| Very dissatisfied | 22.9 | 23.0 | 27.1 | 20.3 | 27.4 | 14.7 | 10.1* |
| | (21.8,24.0) | (21.9,24.1) | (25.4,28.9) | (18.4,22.4) | (25.3,29.6) | (12.2,17.6) | (2.5,33.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 51mm.2**
*Satisfaction With Quality of Equipment, Parts, and Resources:  By Paygrade and Gender*

51mm.  How satisfied were you with each of the following while on active duty?  Quality of equipment, parts, and resources

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,494 | 392 | 78 | 42 | 1,730 | 263 |
| Responding on Item | 45,160 | 28,637 | 5,640 | 5,385 | 72,251 | 12,482 |
| Very satisfied | 3.3 | 2.6 | 2.2 | 4.2 | 2.9 | 3.8 |
| | (2.9,3.9) | (2.0,3.2) | (1.5,3.1) | (2.7,6.4) | (2.5,3.4) | (2.9,5.0) |
| Satisfied | 18.2 | 23.4 | 22.1 | 32.5 | 20.5 | 24.5 |
| | (16.9,19.5) | (22.0,24.8) | (19.5,24.8) | (29.6,35.5) | (19.5,21.5) | (22.2,27.1) |
| Neither satisfied nor dissatisfied | 33.0 | 29.7 | 28.4 | 29.6 | 30.6 | 35.9 |
| | (31.2,34.8) | (27.3,32.2) | (26.0,31.0) | (27.5,31.8) | (29.3,31.9) | (33.0,39.0) |
| Dissatisfied | 19.2 | 23.9 | 28.4 | 22.7 | 22.0 | 19.3 |
| | (17.6,21.1) | (22.6,25.1) | (25.3,31.7) | (19.3,26.5) | (20.8,23.3) | (17.4,21.3) |
| Very dissatisfied | 26.3 | 20.5 | 18.9 | 11.1 | 24.0 | 16.4 |
| | (24.7,28.0) | (18.8,22.4) | (17.3,20.6) | (8.0,15.0) | (22.8,25.3) | (14.9,18.1) |

**Table 51mm.3**
*Satisfaction With Quality of Equipment, Parts, and Resources: By Retirement/Separation*

51mm. How satisfied were you with each of the following while on active duty?  Quality of equipment, parts, and resources

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 41 | 416 | 25 | 925 | 45 | 526 |
| Responding on Item | 3,846 | 17,554 | 4,521 | 22,708 | 6,391 | 29,665 |
| Very satisfied | 3.3* | 2.1 | 6.0 | 3.5 | 2.2* | 3.0 |
| | (1.6,6.3) | (1.5,2.9) | (4.4,8.1) | (2.8,4.4) | (1.1,4.4) | (2.5,3.6) |
| Satisfied | 32.6 | 18.7 | 29.6 | 20.3 | 26.2 | 19.2 |
| | (28.5,36.9) | (16.8,20.7) | (25.0,34.8) | (18.7,22.0) | (23.8,28.7) | (17.7,20.9) |
| Neither satisfied nor dissatisfied | 27.0 | 28.6 | 27.7 | 33.3 | 33.5 | 32.0 |
| | (20.9,34.2) | (26.9,30.5) | (22.0,34.2) | (31.8,34.9) | (29.6,37.5) | (29.9,34.2) |
| Dissatisfied | 21.2 | 21.2 | 21.1 | 20.5 | 22.8 | 22.7 |
| | (18.1,24.7) | (19.5,23.0) | (18.3,24.2) | (18.9,22.1) | (19.9,26.1) | (21.1,24.3) |
| Very dissatisfied | 15.9 | 29.4 | 15.6 | 22.4 | 15.3 | 23.0 |
| | (11.3,22.1) | (27.0,32.0) | (11.9,20.2) | (20.7,24.2) | (11.2,20.6) | (21.6,24.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 52.1**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Service*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 6,933 | 6,835 | 3,108 | 1,464 | 909 | 1,354 | 98 |
| Responding on Item | 79,945 | 79,157 | 34,254 | 17,968 | 10,529 | 16,406 | 788 |
| Basic pay | 25.9 | 25.9 | 26.3 | 22.1 | 30.4 | 26.3 | 27.8 |
| | (25.0,26.9) | (25.0,26.8) | (25.2,27.4) | (19.8,24.6) | (28.9,32.0) | (23.8,29.0) | (22.6,33.6) |
| Special and incentive pay | 1.3 | 1.3 | 1.3 | 1.5 | 0.6* | 1.5 | 0.0 |
| | (1.1,1.5) | (1.1,1.5) | (1.0,1.7) | (1.1,2.1) | (0.3,1.1) | (1.1,2.1) | (N/A,N/A) |
| Reenlistment bonus or continuation pay program | 2.5 | 2.5 | 2.9 | 2.1 | 3.6 | 1.4 | 1.4* |
| | (2.2,2.8) | (2.2,2.8) | (2.5,3.3) | (1.6,2.8) | (3.1,4.2) | (0.8,2.3) | (0.2,7.6) |
| Housing allowance | 0.6 | 0.6 | 0.7 | 0.4* | 0.6 | 0.6* | 1.4* |
| | (0.4,0.8) | (0.4,0.8) | (0.4,1.2) | (0.2,0.7) | (0.4,0.8) | (0.3,1.5) | (0.2,7.6) |
| SEPRATS/ COMRATS, subsistence allowance | 0.2 | 0.2 | 0.2 | 0.2* | 0.3* | 0.1* | 0.0 |
| | (0.1,0.3) | (0.1,0.3) | (0.1,0.3) | (0.1,0.5) | (0.1,0.6) | (0.0,0.5) | (N/A,N/A) |
| Military housing | 0.6 | 0.6 | 0.8 | 0.3* | 1.2 | 0.0 | 0.0 |
| | (0.5,0.7) | (0.5,0.7) | (0.6,1.0) | (0.1,0.6) | (0.8,1.7) | (N/A,N/A) | (N/A,N/A) |
| Medical care for you | 0.8 | 0.8 | 0.8 | 0.7* | 0.9 | 0.8* | 1.4* |
| | (0.6,1.0) | (0.6,1.0) | (0.6,1.1) | (0.3,1.5) | (0.6,1.4) | (0.4,1.5) | (0.2,7.6) |
| Dental care for you | 0.1* | 0.1* | 0.1* | 0.0 | 0.1* | 0.1* | 0.0 |
| | (0.0,0.2) | (0.0,0.2) | (0.0,0.4) | (N/A,N/A) | (0.0,0.3) | (0.0,0.3) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.1 (continued)**

*Most Important Factor to Improve for Member to Stay on Active Duty: By Service*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 6,933 | 6,835 | 3,108 | 1,464 | 909 | 1,354 | 98 |
| Responding on Item | 79,945 | 79,157 | 34,254 | 17,968 | 10,529 | 16,406 | 788 |
| Retirement pay you would get | 1.0 | 1.0 | 0.8 | 1.0 | 0.8* | 1.5 | 2.8 |
| | (0.8,1.3) | (0.8,1.3) | (0.7,1.1) | (0.7,1.6) | (0.4,1.6) | (0.9,2.4) | (2.8,2.8) |
| Cost of living adjustments (COLA) to retirement pay | 0.3 | 0.3 | 0.3* | 0.4* | 0.4 | 0.2* | 0.0 |
| | (0.2,0.5) | (0.2,0.5) | (0.2,0.6) | (0.2,0.8) | (0.3,0.6) | (0.1,0.6) | (N/A,N/A) |
| Other retirement benefits such as medical care and use of base services | 0.8 | 0.8 | 0.9 | 0.5 | 0.7 | 0.7 | 0.0 |
| | (0.6,0.9) | (0.6,0.9) | (0.7,1.2) | (0.4,0.6) | (0.4,1.2) | (0.4,1.2) | (N/A,N/A) |
| Pace of your promotions | 5.0 | 5.0 | 4.5 | 6.4 | 4.1 | 5.2 | 2.8* |
| | (4.5,5.5) | (4.5,5.5) | (3.9,5.1) | (5.1,7.8) | (3.3,5.1) | (4.2,6.4) | (0.5,14.6) |
| Chances for future advancement | 3.1 | 3.1 | 2.0 | 5.5 | 1.9 | 3.5 | 5.6 |
| | (2.7,3.6) | (2.7,3.5) | (1.7,2.4) | (4.3,7.0) | (1.5,2.3) | (2.5,4.9) | (5.6,5.6) |
| Training and professional development | 1.7 | 1.7 | 1.8 | 1.4 | 2.2 | 1.5 | 2.8 |
| | (1.4,2.1) | (1.4,2.1) | (1.3,2.6) | (0.8,2.5) | (1.5,3.1) | (1.1,2.0) | (2.8,2.8) |
| Type of assignments received | 1.9 | 1.8 | 1.7 | 1.8 | 1.4 | 2.3 | 8.3* |
| | (1.6,2.3) | (1.5,2.2) | (1.3,2.2) | (1.3,2.6) | (0.9,2.3) | (1.4,3.7) | (4.3,15.5) |
| Deployments | 2.5 | 2.6 | 1.5 | 4.4 | 1.8 | 3.2 | 0.0 |
| | (2.3,2.8) | (2.3,2.8) | (1.2,1.9) | (3.7,5.3) | (1.5,2.1) | (2.6,3.8) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.1 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Service*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 6,933 | 6,835 | 3,108 | 1,464 | 909 | 1,354 | | 98 |
| Responding on Item | 79,945 | 79,157 | 34,254 | 17,968 | 10,529 | 16,406 | | 788 |
| Other military duties that take you away | 0.4 | 0.4 | 0.5 | 0.3* | 0.1* | 0.3* | | 1.4* |
| from permanent duty station | (0.3,0.6) | (0.3,0.6) | (0.3,0.9) | (0.1,0.7) | (0.0,0.4) | (0.1,0.8) | | (0.2,7.6) |
| Availability of equipment, parts, and | 0.9 | 0.9 | 0.6 | 1.6 | 0.9 | 0.8 | | 1.4* |
| resources | (0.7,1.2) | (0.7,1.2) | (0.4,0.8) | (1.0,2.6) | (0.6,1.3) | (0.6,1.2) | | (0.2,7.6) |
| Level of manning in your unit | 2.2 | 2.2 | 1.7 | 1.6 | 1.2 | 4.4 | | 1.4* |
| | (1.9,2.5) | (1.9,2.6) | (1.4,2.1) | (1.1,2.3) | (0.9,1.7) | (3.2,5.9) | | (0.2,7.6) |
| Your unit's morale | 3.8 | 3.8 | 4.5 | 3.6 | 3.5 | 2.9 | | 1.4* |
| | (3.5,4.2) | (3.5,4.2) | (4.1,5.0) | (2.9,4.4) | (2.9,4.2) | (2.1,3.9) | | (0.2,7.6) |
| Your personal workload | 0.9 | 0.9 | 0.7 | 1.1* | 0.7* | 1.3 | | 1.4* |
| | (0.7,1.2) | (0.7,1.1) | (0.5,0.9) | (0.5,2.1) | (0.4,1.4) | (0.9,2.0) | | (0.2,7.6) |
| Amount of personal/ family time you have | 3.9 | 3.9 | 3.6 | 6.2 | 3.2 | 2.4 | | 4.2* |
| | (3.5,4.3) | (3.5,4.3) | (3.1,4.1) | (4.9,7.7) | (2.5,3.9) | (1.6,3.7) | | (2.2,7.9) |
| Off-duty educational opportunities | 1.5 | 1.5 | 1.9 | 0.8 | 2.0 | 1.0 | | 1.4* |
| | (1.2,1.8) | (1.2,1.8) | (1.4,2.7) | (0.5,1.2) | (1.5,2.8) | (0.6,1.6) | | (0.2,7.6) |
| Quality of leadership | 11.7 | 11.8 | 12.0 | 10.5 | 10.8 | 13.2 | | 6.9 |
| | (11.0,12.4) | (11.1,12.5) | (11.0,13.1) | (9.0,12.2) | (9.6,12.2) | (11.5,15.1) | | (4.7,10.2) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.1 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty:  By Service*

52.  Which is the most important factor that we could have improved that would have made you stay?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 6,933 | 6,835 | 3,108 | 1,464 | 909 | 1,354 | 98 |
| Responding on Item | 79,945 | 79,157 | 34,254 | 17,968 | 10,529 | 16,406 | 788 |
| Military values, lifestyle, and tradition | 1.5 | 1.5 | 1.4 | 2.4 | 1.5 | 1.0* | 1.4* |
| | *(1.2,2.0)* | *(1.2,2.0)* | *(0.9,2.0)* | *(1.6,3.7)* | *(1.2,1.9)* | *(0.5,1.9)* | *(0.2,7.6)* |
| Amount of enjoyment from your job | 2.9 | 2.9 | 2.8 | 3.2 | 2.2 | 3.0 | 2.8* |
| | *(2.6,3.2)* | *(2.6,3.2)* | *(2.5,3.2)* | *(2.6,3.9)* | *(1.5,3.3)* | *(2.3,4.0)* | *(0.5,14.6)* |
| Frequency of PCS moves | 1.1 | 1.1 | 1.0 | 0.7 | 0.9 | 1.9 | 2.8 |
| | *(0.9,1.4)* | *(0.9,1.4)* | *(0.7,1.4)* | *(0.4,1.1)* | *(0.6,1.5)* | *(1.1,3.1)* | *(2.8,2.8)* |
| Job security | 0.2* | 0.2* | 0.3* | 0.1* | 0.0* | 0.3* | 0.0 |
| | *(0.1,0.4)* | *(0.1,0.4)* | *(0.1,0.8)* | *(0.1,0.3)* | *(0.0,0.3)* | *(0.1,0.7)* | *(N/A,N/A)* |
| Location or station of choice, homeporting | 3.2 | 3.2 | 2.6 | 4.7 | 2.9 | 3.1 | 4.2* |
| | *(2.8,3.7)* | *(2.8,3.7)* | *(2.1,3.2)* | *(3.9,5.7)* | *(2.1,4.0)* | *(2.2,4.5)* | *(2.2,7.9)* |
| Co-location with your military spouse | 0.9 | 0.9 | 0.9 | 1.2 | 0.6 | 0.8 | 1.4* |
| | *(0.7,1.2)* | *(0.7,1.2)* | *(0.6,1.4)* | *(0.7,2.0)* | *(0.4,1.0)* | *(0.4,1.3)* | *(0.2,7.6)* |
| Medical care for your family | 1.9 | 1.8 | 1.7 | 1.3 | 1.7 | 2.8 | 5.6 |
| | *(1.6,2.2)* | *(1.6,2.1)* | *(1.4,2.0)* | *(0.7,2.2)* | *(1.2,2.4)* | *(2.0,3.9)* | *(5.6,5.6)* |
| Dental care for your family | 0.2 | 0.2 | 0.2 | 0.1* | 0.3* | 0.2* | 0.0 |
| | *(0.1,0.3)* | *(0.1,0.3)* | *(0.1,0.3)* | *(0.0,0.5)* | *(0.1,0.5)* | *(0.1,0.9)* | *(N/A,N/A)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.1 (continued)**

*Most Important Factor to Improve for Member to Stay on Active Duty:  By Service*

52.  Which is the most important factor that we could have improved that would have made you stay?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 6,933 | 6,835 | 3,108 | 1,464 | 909 | 1,354 | 98 |
| Responding on Item | 79,945 | 79,157 | 34,254 | 17,968 | 10,529 | 16,406 | 788 |
| Youth activities on base | 0.1* | 0.1* | 0.0* | 0.0* | 0.1* | 0.2* | 0.0 |
| | *(0.0,0.2)* | *(0.0,0.2)* | *(0.0,0.0)* | *(0.0,0.1)* | *(0.0,0.3)* | *(0.0,0.9)* | *(N/A,N/A)* |
| Schools for your children | 0.1* | 0.1* | 0.0* | 0.1* | 0.1* | 0.0 | 0.0 |
| | *(0.0,0.1)* | *(0.0,0.1)* | *(0.0,0.1)* | *(0.0,0.5)* | *(0.0,0.4)* | *(N/A,N/A)* | *(N/A,N/A)* |
| Spouse employment and career opportunities | 0.4 | 0.4 | 0.3 | 0.1* | 0.6 | 0.6* | 0.0 |
| | *(0.3,0.5)* | *(0.3,0.5)* | *(0.2,0.5)* | *(0.0,0.7)* | *(0.4,0.8)* | *(0.3,1.2)* | *(N/A,N/A)* |
| Military family support programs | 0.2 | 0.2 | 0.3 | 0.1* | 0.1* | 0.1* | 0.0 |
| | *(0.1,0.3)* | *(0.1,0.3)* | *(0.2,0.4)* | *(0.0,0.3)* | *(0.0,0.4)* | *(0.0,0.4)* | *(N/A,N/A)* |
| Acceptable and affordable childcare | 0.4 | 0.4 | 0.6 | 0.2* | 0.5* | 0.1* | 0.0 |
| | *(0.3,0.6)* | *(0.3,0.6)* | *(0.4,0.9)* | *(0.1,0.5)* | *(0.2,1.2)* | *(0.0,0.5)* | *(N/A,N/A)* |
| Friendships developed while in the military | 1.5 | 1.5 | 2.3 | 0.9* | 1.1 | 0.7* | 0.0 |
| | *(1.2,1.9)* | *(1.2,1.9)* | *(1.7,3.1)* | *(0.5,1.7)* | *(0.7,1.7)* | *(0.3,1.5)* | *(N/A,N/A)* |
| Quality of equipment, parts, and resources | 1.2 | 1.2 | 1.3 | 0.9 | 2.2 | 0.5* | 1.4* |
| | *(1.0,1.4)* | *(1.0,1.4)* | *(1.1,1.7)* | *(0.5,1.5)* | *(1.7,2.8)* | *(0.3,1.1)* | *(0.2,7.6)* |
| None | 10.8 | 10.9 | 11.9 | 9.6 | 11.9 | 9.5 | 6.9* |
| | *(10.2,11.5)* | *(10.2,11.6)* | *(11.1,12.8)* | *(7.6,12.0)* | *(10.9,12.9)* | *(8.3,10.7)* | *(2.2,19.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.2**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Paygrade and Gender*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3,930 | 2,289 | 284 | 403 | 5,863 | 1,061 |
| Responding on Item | 42,724 | 26,740 | 5,434 | 5,024 | 68,118 | 11,684 |
| Basic pay | 27.9 | 29.0 | 10.1 | 9.9 | 27.1 | 19.0 |
| | (26.6,29.3) | (27.4,30.7) | (8.0,12.6) | (8.1,12.1) | (26.1,28.2) | (17.3,20.9) |
| Special and incentive pay | 0.9 | 1.0 | 3.3 | 3.8 | 1.3 | 0.9* |
| | (0.6,1.3) | (0.8,1.2) | (2.1,5.1) | (2.8,5.2) | (1.1,1.6) | (0.5,1.8) |
| Reenlistment bonus or continuation pay program | 2.6 | 3.1 | 0.7 | 0.1* | 2.6 | 1.6 |
| | (2.2,3.0) | (2.6,3.7) | (0.4,1.2) | (0.0,0.4) | (2.3,2.9) | (1.0,2.5) |
| Housing allowance | 0.7 | 0.5 | 0.1* | 0.3* | 0.6 | 0.7* |
| | (0.5,1.1) | (0.3,0.8) | (0.0,0.7) | (0.1,1.1) | (0.4,0.8) | (0.4,1.3) |
| SEPRATS/ COMRATS, subsistence allowance | 0.3 | 0.2* | 0.0 | 0.2* | 0.2 | 0.1* |
| | (0.2,0.4) | (0.1,0.4) | (N/A,N/A) | (0.0,1.0) | (0.2,0.3) | (0.0,0.2) |
| Military housing | 0.7 | 0.4 | 0.1* | 0.7 | 0.6 | 0.6 |
| | (0.5,0.9) | (0.3,0.7) | (0.0,0.3) | (0.5,1.1) | (0.5,0.7) | (0.3,1.0) |
| Medical care for you | 0.9 | 0.7 | 0.5* | 0.6* | 0.7 | 1.2 |
| | (0.7,1.3) | (0.5,1.1) | (0.1,1.4) | (0.2,2.2) | (0.6,1.0) | (0.8,2.0) |
| Dental care for you | 0.1* | 0.0* | 0.0 | 0.0 | 0.1* | 0.1* |
| | (0.0,0.3) | (0.0,0.1) | (N/A,N/A) | (N/A,N/A) | (0.0,0.2) | (0.0,0.4) |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.2 (continued)**

*Most Important Factor to Improve for Member to Stay on Active Duty: By Paygrade and Gender*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3,930 | 2,289 | 284 | 403 | 5,863 | 1,061 |
| Responding on Item | 42,724 | 26,740 | 5,434 | 5,024 | 68,118 | 11,684 |
| Retirement pay you would get | 0.5 | 1.5 | 1.7* | 2.1* | 1.1 | 0.4* |
| | (0.3,0.9) | (1.1,1.9) | (0.9,3.3) | (1.1,4.0) | (0.9,1.4) | (0.2,1.0) |
| Cost of living adjustments (COLA) to retirement pay | 0.4 | 0.4* | 0.2* | 0.0* | 0.4 | 0.1* |
| | (0.2,0.6) | (0.2,0.6) | (0.0,0.9) | (0.0,0.3) | (0.2,0.5) | (0.0,0.4) |
| Other retirement benefits such as medical care and use of base services | 0.6 | 0.8 | 0.8 | 1.5 | 0.8 | 0.6 |
| | (0.4,0.8) | (0.6,1.1) | (0.5,1.4) | (1.1,2.0) | (0.7,0.9) | (0.4,0.9) |
| Pace of your promotions | 3.9 | 6.9 | 3.2 | 5.4 | 5.2 | 3.9 |
| | (3.4,4.6) | (6.0,7.9) | (2.1,4.9) | (4.3,6.7) | (4.6,5.8) | (2.9,5.1) |
| Chances for future advancement | 1.6 | 3.8 | 2.6 | 12.5 | 3.2 | 2.6 |
| | (1.3,2.1) | (2.9,5.0) | (1.8,3.7) | (10.6,14.6) | (2.8,3.6) | (1.8,3.6) |
| Training and professional development | 1.7 | 1.3 | 3.3 | 2.3 | 1.7 | 1.8 |
| | (1.2,2.4) | (1.0,1.7) | (2.3,4.8) | (1.3,4.0) | (1.4,2.2) | (1.2,2.6) |
| Type of assignments received | 1.2 | 1.9 | 6.1 | 2.7* | 1.9 | 1.5 |
| | (0.8,1.9) | (1.6,2.3) | (4.7,7.9) | (1.3,5.6) | (1.6,2.3) | (1.0,2.4) |
| Deployments | 1.7 | 3.1 | 5.1 | 3.4 | 2.5 | 2.8 |
| | (1.5,2.1) | (2.6,3.6) | (4.1,6.5) | (2.3,5.1) | (2.2,2.8) | (2.1,3.8) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.2 (continued)**

*Most Important Factor to Improve for Member to Stay on Active Duty: By Paygrade and Gender*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3,930 | 2,289 | 284 | 403 | 5,863 | 1,061 |
| Responding on Item | 42,724 | 26,740 | 5,434 | 5,024 | 68,118 | 11,684 |
| Other military duties that take you away from permanent duty station | 0.4 (0.2,0.7) | 0.3* (0.1,0.5) | 0.8* (0.4,1.5) | 0.7* (0.3,1.6) | 0.4 (0.3,0.6) | 0.3* (0.1,0.6) |
| Availability of equipment, parts, and resources | 0.6 (0.4,0.9) | 1.0 (0.8,1.3) | 2.7 (1.7,4.1) | 1.5* (0.8,2.8) | 1.0 (0.8,1.3) | 0.2* (0.1,0.6) |
| Level of manning in your unit | 1.7 (1.3,2.2) | 2.3 (1.7,3.1) | 3.7 (2.3,5.8) | 3.4 (2.2,5.3) | 2.0 (1.6,2.4) | 3.4 (2.4,4.7) |
| Your unit's morale | 5.3 (4.8,5.9) | 2.4 (2.0,2.9) | 1.4 (0.8,2.3) | 0.7* (0.3,1.7) | 3.6 (3.3,4.0) | 4.9 (4.1,5.9) |
| Your personal workload | 0.6 (0.4,1.0) | 0.8 (0.6,1.2) | 2.2* (1.1,4.2) | 2.0 (1.2,3.3) | 0.8 (0.6,1.1) | 1.3 (0.8,2.2) |
| Amount of personal/ family time you have | 3.5 (3.0,4.2) | 3.9 (3.3,4.7) | 5.8 (3.9,8.5) | 4.4 (3.5,5.7) | 3.7 (3.3,4.2) | 4.5 (3.5,5.8) |
| Off-duty educational opportunities | 2.0 (1.5,2.6) | 1.1 (0.9,1.5) | 0.4* (0.1,1.2) | 0.2* (0.0,0.8) | 1.5 (1.2,1.9) | 1.4 (1.0,2.0) |
| Quality of leadership | 11.7 (10.7,12.8) | 9.8 (9.0,10.6) | 17.5 (14.2,21.3) | 16.0 (11.7,21.6) | 11.3 (10.6,12.0) | 14.0 (12.0,16.3) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.2 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty:  By Paygrade and Gender*

52.  Which is the most important factor that we could have improved that would have made you stay?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3,930 | 2,289 | 284 | 403 | 5,863 | 1,061 |
| Responding on Item | 42,724 | 26,740 | 5,434 | 5,024 | 68,118 | 11,684 |
| Military values, lifestyle, and tradition | 1.8 | 1.2 | 1.7* | 1.0* | 1.4 | 2.2 |
| | (1.2,2.5) | (0.9,1.6) | (0.9,3.1) | (0.4,2.6) | (1.1,1.9) | (1.6,3.1) |
| Amount of enjoyment from your job | 2.8 | 2.3 | 7.3 | 1.6 | 2.7 | 3.5 |
| | (2.5,3.2) | (1.8,2.8) | (5.7,9.4) | (1.0,2.5) | (2.5,3.1) | (2.5,4.8) |
| Frequency of PCS moves | 0.9 | 0.9 | 2.5 | 2.9 | 1.1 | 1.2 |
| | (0.5,1.5) | (0.7,1.2) | (1.6,3.9) | (2.4,3.7) | (0.9,1.5) | (0.8,1.8) |
| Job security | 0.3* | 0.1* | 0.1* | 0.6* | 0.2* | 0.0* |
| | (0.1,0.7) | (0.0,0.2) | (0.0,0.3) | (0.2,1.5) | (0.1,0.5) | (0.0,0.2) |
| Location or station of choice, homeporting | 2.7 | 3.8 | 4.3 | 3.3 | 3.0 | 4.6 |
| | (2.2,3.3) | (3.1,4.7) | (2.9,6.2) | (2.3,4.9) | (2.6,3.5) | (3.5,5.9) |
| Co-location with your military spouse | 1.0 | 0.7 | 2.0 | 0.0* | 0.5 | 3.2 |
| | (0.7,1.5) | (0.4,1.1) | (1.3,2.9) | (0.0,0.3) | (0.3,0.8) | (2.4,4.1) |
| Medical care for your family | 1.0 | 2.5 | 1.8* | 6.0 | 2.0 | 1.2* |
| | (0.7,1.3) | (2.0,3.2) | (0.9,3.6) | (4.4,8.1) | (1.7,2.3) | (0.6,2.2) |
| Dental care for your family | 0.1* | 0.3* | 0.0 | 0.1* | 0.2 | 0.3* |
| | (0.1,0.2) | (0.2,0.7) | (N/A,N/A) | (0.0,0.5) | (0.1,0.3) | (0.1,1.3) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.2 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Paygrade and Gender*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 3,930 | 2,289 | 284 | 403 | 5,863 | 1,061 |
| Responding on Item | 42,724 | 26,740 | 5,434 | 5,024 | 68,118 | 11,684 |
| Youth activities on base | 0.0* | 0.1* | 0.0 | 0.0 | 0.0* | 0.3* |
| | (0.0,0.1) | (0.0,0.6) | (N/A,N/A) | (N/A,N/A) | (0.0,0.0) | (0.1,1.3) |
| Schools for your children | 0.0* | 0.1* | 0.0 | 0.0 | 0.1* | 0.0* |
| | (0.0,0.1) | (0.0,0.4) | (N/A,N/A) | (N/A,N/A) | (0.0,0.1) | (0.0,0.1) |
| Spouse employment and career opportunities | 0.3 | 0.5 | 0.4* | 0.2* | 0.3 | 0.8* |
| | (0.2,0.5) | (0.3,0.8) | (0.2,1.0) | (0.1,0.4) | (0.2,0.4) | (0.4,1.5) |
| Military family support programs | 0.3 | 0.1 | 0.3* | 0.0 | 0.2 | 0.2* |
| | (0.2,0.4) | (0.1,0.2) | (0.1,1.0) | (N/A,N/A) | (0.1,0.3) | (0.1,0.6) |
| Acceptable and affordable childcare | 0.5 | 0.3 | 0.2* | 0.0 | 0.2* | 1.6 |
| | (0.3,0.8) | (0.2,0.5) | (0.1,0.7) | (N/A,N/A) | (0.1,0.4) | (1.1,2.3) |
| Friendships developed while in the military | 2.5 | 0.3 | 0.3* | 0.5 | 1.6 | 0.9* |
| | (1.9,3.2) | (0.2,0.5) | (0.1,0.7) | (0.4,0.7) | (1.2,2.0) | (0.4,2.0) |
| Quality of equipment, parts, and resources | 1.4 | 1.0 | 0.7* | 1.1* | 1.3 | 0.4 |
| | (1.1,1.7) | (0.7,1.4) | (0.3,1.3) | (0.5,2.6) | (1.1,1.6) | (0.2,0.7) |
| None | 12.8 | 9.2 | 6.4 | 7.9 | 10.7 | 11.7 |
| | (11.7,13.9) | (8.3,10.2) | (4.5,9.1) | (6.5,9.5) | (10.0,11.5) | (10.4,13.2) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.3**
*Most Important Factor to Improve for Member to Stay on Active Duty:  By Retirement/Separation*

52.  Which is the most important factor that we could have improved that would have made you stay?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 331 | 1,263 | 391 | 2,214 | 639 | 2,068 |
| Responding on Item | 3,556 | 16,707 | 4,155 | 21,419 | 5,797 | 28,123 |
| Basic pay | 23.6 | 24.6 | 22.5 | 27.8 | 23.7 | 26.5 |
| | *(19.6,28.0)* | *(23.0,26.3)* | *(17.9,27.8)* | *(25.6,30.1)* | *(19.5,28.4)* | *(24.8,28.4)* |
| Special and incentive pay | 0.7* | 1.3 | 1.1 | 1.6 | 1.1* | 1.1 |
| | *(0.3,1.5)* | *(1.0,1.8)* | *(0.7,1.6)* | *(1.3,2.0)* | *(0.5,2.6)* | *(0.7,1.7)* |
| Reenlistment bonus or continuation pay program | 1.2* | 2.4 | 0.5* | 2.7 | 0.2* | 3.3 |
| | *(0.3,5.5)* | *(1.8,3.1)* | *(0.2,1.3)* | *(2.2,3.2)* | *(0.1,0.3)* | *(2.7,4.0)* |
| Housing allowance | 0.4* | 0.7 | 0.3* | 0.8* | 0.3* | 0.5 |
| | *(0.1,1.9)* | *(0.4,1.2)* | *(0.1,1.7)* | *(0.4,1.6)* | *(0.1,1.0)* | *(0.3,0.8)* |
| SEPRATS/ COMRATS, subsistence allowance | 0.5* | 0.2* | 0.0* | 0.3 | 0.0* | 0.1* |
| | *(0.1,1.9)* | *(0.1,0.4)* | *(0.0,0.2)* | *(0.2,0.6)* | *(0.0,0.2)* | *(0.1,0.3)* |
| Military housing | 0.2* | 0.5* | 0.2* | 0.8 | 0.5* | 0.6 |
| | *(0.1,0.6)* | *(0.3,1.0)* | *(0.1,0.3)* | *(0.6,1.0)* | *(0.2,0.9)* | *(0.4,0.8)* |
| Medical care for you | 1.2* | 1.0 | 0.9* | 0.6 | 0.6* | 0.8 |
| | *(0.4,3.4)* | *(0.6,1.6)* | *(0.3,2.4)* | *(0.4,1.1)* | *(0.2,1.8)* | *(0.5,1.3)* |
| Dental care for you | 0.0 | 0.2* | 0.0* | 0.1* | 0.0 | 0.0* |
| | *(N/A,N/A)* | *(0.1,0.8)* | *(0.0,0.3)* | *(0.0,0.2)* | *(N/A,N/A)* | *(0.0,0.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.3 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Retirement/Separation*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 331 | 1,263 | 391 | 2,214 | 639 | 2,068 |
| Responding on Item | 3,556 | 16,707 | 4,155 | 21,419 | 5,797 | 28,123 |
| Retirement pay you would get | 0.9 | 1.1 | 1.1* | 1.0 | 1.9* | 0.9 |
| | (0.6,1.3) | (0.7,1.7) | (0.4,2.9) | (0.7,1.3) | (0.9,3.9) | (0.6,1.3) |
| Cost of living adjustments (COLA) to retirement pay | 0.3* | 0.3* | 0.0 | 0.3* | 0.9* | 0.3 |
| | (0.1,1.3) | (0.1,0.9) | (N/A,N/A) | (0.1,0.7) | (0.4,2.3) | (0.1,0.4) |
| Other retirement benefits such as medical care and use of base services | 1.0* | 0.7 | 1.8 | 0.6 | 1.3 | 0.6 |
| | (0.5,2.0) | (0.4,1.0) | (1.3,2.6) | (0.4,1.0) | (0.9,1.9) | (0.3,1.0) |
| Pace of your promotions | 11.1 | 4.8 | 9.6 | 3.1 | 10.2 | 4.0 |
| | (7.2,16.7) | (3.8,6.0) | (6.8,13.2) | (2.4,4.1) | (8.0,13.0) | (3.5,4.6) |
| Chances for future advancement | 9.9 | 2.4 | 9.0 | 1.4 | 8.4 | 2.0 |
| | (6.3,15.4) | (1.9,3.0) | (7.2,11.1) | (1.0,2.0) | (6.2,11.2) | (1.6,2.6) |
| Training and professional development | 0.3* | 2.0 | 1.3* | 1.5 | 0.7* | 2.3 |
| | (0.1,1.5) | (1.2,3.1) | (0.5,3.3) | (1.1,1.9) | (0.3,1.8) | (1.7,2.9) |
| Type of assignments received | 1.8 | 1.9 | 1.6* | 1.8 | 2.1 | 1.9 |
| | (1.0,3.1) | (1.3,2.8) | (0.7,3.6) | (1.1,3.0) | (1.2,3.7) | (1.5,2.3) |
| Deployments | 0.5* | 2.4 | 2.4 | 2.4 | 2.3 | 3.0 |
| | (0.2,1.5) | (1.8,3.2) | (1.4,4.0) | (2.1,2.9) | (1.4,3.6) | (2.5,3.6) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.3 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Retirement/Separation*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 331 | 1,263 | 391 | 2,214 | 639 | 2,068 |
| Responding on Item | 3,556 | 16,707 | 4,155 | 21,419 | 5,797 | 28,123 |
| Other military duties that take you away from permanent duty station | 0.4* | 0.3* | 0.1* | 0.6* | 0.0 | 0.4 |
| | *(0.1,1.5)* | *(0.2,0.6)* | *(0.0,0.4)* | *(0.4,1.2)* | *(N/A,N/A)* | *(0.2,0.7)* |
| Availability of equipment, parts, and resources | 1.4* | 0.9* | 2.1* | 0.6 | 1.9 | 0.8 |
| | *(0.4,4.2)* | *(0.4,1.8)* | *(1.1,4.0)* | *(0.3,1.0)* | *(1.2,3.1)* | *(0.5,1.1)* |
| Level of manning in your unit | 1.5* | 1.8 | 3.4 | 2.1 | 3.4* | 2.1 |
| | *(0.6,4.1)* | *(1.5,2.3)* | *(2.4,4.9)* | *(1.5,2.9)* | *(1.8,6.4)* | *(1.6,2.8)* |
| Your unit's morale | 1.3* | 3.4 | 0.9* | 4.8 | 0.3* | 4.8 |
| | *(0.5,3.3)* | *(2.7,4.2)* | *(0.2,3.4)* | *(4.0,5.6)* | *(0.1,1.2)* | *(4.2,5.4)* |
| Your personal workload | 1.6* | 1.3 | 0.9* | 0.6 | 0.9* | 0.8 |
| | *(0.7,3.6)* | *(0.7,2.2)* | *(0.4,2.4)* | *(0.4,1.1)* | *(0.4,1.9)* | *(0.6,1.1)* |
| Amount of personal/ family time you have | 2.5* | 4.2 | 2.3 | 3.6 | 3.4 | 4.4 |
| | *(1.2,5.3)* | *(3.4,5.3)* | *(1.5,3.5)* | *(3.0,4.4)* | *(2.6,4.4)* | *(3.6,5.2)* |
| Off-duty educational opportunities | 0.4* | 1.6* | 0.3* | 1.9 | 0.2* | 1.6 |
| | *(0.1,1.3)* | *(0.8,3.4)* | *(0.1,1.0)* | *(1.5,2.5)* | *(0.0,0.8)* | *(1.3,2.2)* |
| Quality of leadership | 12.9 | 15.7 | 9.8 | 8.6 | 10.9 | 12.0 |
| | *(8.7,18.8)* | *(13.8,17.8)* | *(7.1,13.3)* | *(7.3,10.3)* | *(7.7,15.2)* | *(10.7,13.5)* |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.3 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Retirement/Separation*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 331 | 1,263 | 391 | 2,214 | 639 | 2,068 |
| Responding on Item | 3,556 | 16,707 | 4,155 | 21,419 | 5,797 | 28,123 |
| Military values, lifestyle, and tradition | 0.4* | 1.7 | 1.1* | 1.9 | 1.6 | 1.3 |
| | (0.2,1.2) | (1.1,2.8) | (0.3,3.4) | (1.2,3.2) | (0.9,2.8) | (1.0,1.7) |
| Amount of enjoyment from your job | 0.9* | 2.7 | 2.1* | 3.1 | 1.1 | 3.5 |
| | (0.4,2.1) | (2.1,3.4) | (0.9,4.7) | (2.7,3.7) | (0.7,1.7) | (3.0,4.0) |
| Frequency of PCS moves | 1.8* | 1.3* | 1.2* | 0.7 | 1.2* | 1.3 |
| | (0.9,3.4) | (0.6,2.7) | (0.6,2.4) | (0.4,0.9) | (0.6,2.5) | (0.9,1.9) |
| Job security | 0.4* | 0.4* | 0.0 | 0.2* | 0.3* | 0.1* |
| | (0.1,1.5) | (0.1,1.6) | (N/A,N/A) | (0.1,0.4) | (0.1,1.0) | (0.1,0.2) |
| Location or station of choice, homeporting | 3.6* | 3.2 | 3.3* | 3.3 | 3.1 | 3.2 |
| | (1.9,6.6) | (2.6,3.9) | (1.5,6.9) | (2.6,4.1) | (2.1,4.6) | (2.6,3.9) |
| Co-location with your military spouse | 0.8* | 1.3 | 0.7* | 1.0* | 0.1* | 0.8 |
| | (0.2,4.1) | (1.0,1.7) | (0.2,2.8) | (0.5,1.9) | (0.1,0.4) | (0.6,1.3) |
| Medical care for your family | 5.3 | 1.6 | 6.6 | 0.6 | 4.5 | 1.3 |
| | (3.2,8.4) | (1.1,2.3) | (4.6,9.3) | (0.4,0.9) | (3.2,6.4) | (1.0,1.6) |
| Dental care for your family | 0.3* | 0.0* | 0.2* | 0.1* | 0.9* | 0.1* |
| | (0.1,1.0) | (0.0,0.2) | (0.1,0.4) | (0.1,0.2) | (0.3,2.8) | (0.1,0.3) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 52.3 (continued)**
*Most Important Factor to Improve for Member to Stay on Active Duty: By Retirement/Separation*

52. Which is the most important factor that we could have improved that would have made you stay?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 331 | 1,263 | 391 | 2,214 | 639 | 2,068 |
| Responding on Item | 3,556 | 16,707 | 4,155 | 21,419 | 5,797 | 28,123 |
| Youth activities on base | 0.1* | 0.0 | 0.0 | 0.0* | 0.5* | 0.0* |
| | (0.0,0.3) | (N/A,N/A) | (N/A,N/A) | (0.0,0.1) | (0.1,2.6) | (0.0,0.1) |
| Schools for your children | 0.4* | 0.0 | 0.1* | 0.0* | 0.3* | 0.0* |
| | (0.1,1.3) | (N/A,N/A) | (0.0,0.6) | (0.0,0.1) | (0.0,1.6) | (0.0,0.1) |
| Spouse employment and career opportunities | 0.2* | 0.4* | 0.2* | 0.3* | 0.6* | 0.4 |
| | (0.1,0.9) | (0.2,0.7) | (0.1,0.6) | (0.2,0.5) | (0.2,2.0) | (0.3,0.7) |
| Military family support programs | 0.2* | 0.4 | 0.0* | 0.2 | 0.0 | 0.1* |
| | (0.0,0.9) | (0.3,0.8) | (0.0,0.2) | (0.1,0.3) | (N/A,N/A) | (0.1,0.3) |
| Acceptable and affordable childcare | 0.1* | 0.6* | 0.1* | 0.4* | 0.2* | 0.3 |
| | (0.0,0.5) | (0.3,1.4) | (0.0,0.4) | (0.2,0.8) | (0.0,1.2) | (0.2,0.5) |
| Friendships developed while in the military | 0.3* | 1.4* | 0.2* | 2.2 | 0.3* | 1.6 |
| | (0.0,1.6) | (0.7,2.7) | (0.0,0.7) | (1.5,3.2) | (0.1,1.0) | (1.3,1.9) |
| Quality of equipment, parts, and resources | 0.5* | 1.0 | 0.8* | 1.5 | 1.0* | 1.3 |
| | (0.2,1.3) | (0.7,1.3) | (0.3,2.3) | (1.1,2.1) | (0.4,2.5) | (1.0,1.6) |
| None | 9.1 | 8.2 | 11.5 | 14.7 | 8.9 | 9.9 |
| | (6.6,12.4) | (6.7,10.0) | (8.6,15.2) | (13.6,15.8) | (7.4,10.7) | (9.0,10.8) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 53.1**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Service*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 4,411 | 4,324 | 1,890 | 811 | 483 | 1,140 | 88 |
| Responding on Item | 82,467 | 81,668 | 35,472 | 18,621 | 10,955 | 16,620 | 798 |
| Basic pay | 16.3 | 16.3 | 15.7 | 17.3 | 17.2 | 16.0 | 17.8 |
| | (15.6,17.0) | (15.6,17.0) | (15.0,16.4) | (15.2,19.6) | (15.6,19.0) | (14.5,17.7) | (12.1,25.4) |
| Special and incentive pay | 8.0 | 7.9 | 7.3 | 8.2 | 8.5 | 8.6 | 11.0* |
| | (7.4,8.6) | (7.4,8.6) | (6.6,8.2) | (7.2,9.4) | (7.6,9.6) | (6.8,10.7) | (2.8,34.3) |
| Reenlistment bonus or continuation pay program | 9.0 | 8.9 | 7.6 | 10.2 | 10.2 | 9.5 | 13.7* |
| | (8.5,9.4) | (8.5,9.4) | (7.1,8.1) | (9.1,11.3) | (9.2,11.3) | (8.4,10.8) | (6.7,26.1) |
| Housing allowance | 6.3 | 6.3 | 5.2 | 6.7 | 6.9 | 7.6 | 8.2* |
| | (5.8,6.8) | (5.8,6.8) | (4.8,5.6) | (5.4,8.4) | (5.8,8.2) | (6.5,9.0) | (2.5,24.0) |
| SEPRATS/ COMRATS, subsistence allowance | 3.6 | 3.5 | 4.2 | 2.5 | 3.8 | 3.1 | 5.5 |
| | (3.2,4.0) | (3.2,4.0) | (3.5,4.9) | (2.1,3.1) | (3.0,4.7) | (2.3,4.2) | (5.1,5.9) |
| Military housing | 4.5 | 4.4 | 4.8 | 3.3 | 5.4 | 4.1 | 9.6* |
| | (4.0,5.0) | (3.9,4.9) | (4.0,5.8) | (2.7,4.0) | (4.5,6.5) | (3.2,5.2) | (4.4,19.5) |
| Medical care for you | 4.8 | 4.8 | 4.7 | 3.3 | 5.3 | 6.1 | 4.1* |
| | (4.3,5.2) | (4.3,5.2) | (4.1,5.4) | (2.5,4.3) | (4.4,6.4) | (5.0,7.5) | (0.7,19.7) |
| Dental care for you | 2.4 | 2.4 | 2.2 | 2.2 | 3.5 | 2.3 | 2.7* |
| | (2.1,2.7) | (2.1,2.7) | (1.9,2.6) | (1.6,3.1) | (2.8,4.5) | (1.8,3.1) | (0.5,13.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 53.1 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty: By Service*

53. ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Total | DoD Total | Army | Navy | Marine Corps | Air Force | Coast Guard |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 4,411 | 4,324 | 1,890 | 811 | 483 | 1,140 | 88 |
| Responding on Item | 82,467 | 81,668 | 35,472 | 18,621 | 10,955 | 16,620 | 798 |
| Retirement pay you would get | 6.3 | 6.2 | 4.9 | 6.8 | 5.2 | 9.0 | 13.7* |
| | (5.8,6.8) | (5.7,6.7) | (4.3,5.6) | (5.9,7.8) | (4.1,6.6) | (7.6,10.6) | (5.7,29.6) |
| Cost of living adjustments (COLA) to retirement pay | 2.7 | 2.7 | 2.5 | 2.9 | 3.1 | 2.8 | 1.4* |
| | (2.5,3.0) | (2.5,3.0) | (2.1,2.9) | (2.4,3.5) | (2.6,3.7) | (2.2,3.5) | (0.3,7.1) |
| Other retirement benefits such as medical care and use of base services | 3.5 | 3.5 | 3.2 | 3.3 | 2.5 | 5.1 | 2.7* |
| | (3.1,3.9) | (3.2,3.9) | (2.7,3.7) | (2.8,4.0) | (1.8,3.3) | (3.9,6.6) | (0.5,13.7) |
| Pace of your promotions | 8.5 | 8.5 | 7.5 | 9.2 | 8.7 | 9.6 | 9.6* |
| | (8.0,9.0) | (8.0,9.0) | (6.8,8.3) | (8.3,10.2) | (7.6,10.0) | (8.4,10.9) | (4.4,19.5) |
| Chances for future advancement | 6.9 | 6.9 | 5.9 | 9.4 | 4.6 | 7.6 | 8.2 |
| | (6.4,7.4) | (6.3,7.4) | (5.0,6.9) | (8.5,10.4) | (3.8,5.6) | (6.4,9.0) | (4.6,14.3) |
| Training and professional development | 4.4 | 4.4 | 4.5 | 3.8 | 4.9 | 4.5 | 5.5* |
| | (4.1,4.8) | (4.1,4.8) | (4.2,4.9) | (3.1,4.6) | (3.8,6.3) | (3.6,5.7) | (0.9,27.7) |
| Type of assignments received | 4.3 | 4.4 | 4.8 | 3.6 | 3.6 | 4.8 | 1.4* |
| | (3.9,4.8) | (4.0,4.8) | (4.2,5.5) | (2.7,4.8) | (2.8,4.6) | (4.1,5.6) | (0.3,7.1) |
| Deployments | 5.0 | 5.0 | 3.8 | 6.9 | 4.4 | 6.0 | 5.5 |
| | (4.6,5.4) | (4.6,5.4) | (3.2,4.4) | (6.0,7.8) | (3.5,5.4) | (5.1,6.9) | (5.1,5.9) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 53.1 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty: By Service*

53. ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

|  | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
|  |  | Total | Army | Navy | Marine Corps | Air Force |  |  |
| **Estimated Population** |  |  |  |  |  |  |  |  |
| Not Applicable |  |  |  |  |  |  |  |  |
| Not Responding on Item | 4,411 | 4,324 | 1,890 | 811 | 483 | 1,140 |  | 88 |
| Responding on Item | 82,467 | 81,668 | 35,472 | 18,621 | 10,955 | 16,620 |  | 798 |
| Other military duties that take you away | 2.7 | 2.7 | 2.9 | 3.1 | 2.4 | 2.3 |  | 1.4* |
| from permanent duty station | (2.3,3.2) | (2.3,3.2) | (2.1,3.9) | (2.5,3.9) | (1.8,3.1) | (1.7,3.0) |  | (0.3,7.1) |
| Availability of equipment, parts, and | 6.7 | 6.7 | 6.7 | 6.9 | 7.6 | 5.8 |  | 8.2 |
| resources | (6.2,7.3) | (6.2,7.3) | (6.0,7.6) | (5.7,8.3) | (6.3,9.2) | (4.7,7.1) |  | (4.6,14.3) |
| Level of manning in your unit | 9.1 | 9.0 | 8.3 | 8.8 | 7.2 | 12.2 |  | 12.3 |
|  | (8.5,9.7) | (8.5,9.7) | (7.6,8.9) | (7.2,10.6) | (6.2,8.4) | (10.7,14.0) |  | (10.7,14.1) |
| Your unit's morale | 10.5 | 10.6 | 10.7 | 9.9 | 9.8 | 11.5 |  | 9.6 |
|  | (9.9,11.2) | (9.9,11.2) | (10.1,11.4) | (8.6,11.3) | (8.5,11.3) | (9.4,13.9) |  | (7.8,11.7) |
| Your personal workload | 4.0 | 4.0 | 4.1 | 3.4 | 3.3 | 4.8 |  | 4.1 |
|  | (3.6,4.4) | (3.6,4.4) | (3.5,4.8) | (2.6,4.5) | (2.8,3.9) | (4.1,5.5) |  | (2.3,7.2) |
| Amount of personal/ family time you have | 8.5 | 8.5 | 8.9 | 9.6 | 8.3 | 6.3 |  | 8.2 |
|  | (7.9,9.1) | (7.9,9.1) | (8.1,9.8) | (8.1,11.5) | (7.1,9.7) | (5.1,7.6) |  | (4.6,14.3) |
| Off-duty educational opportunities | 6.6 | 6.5 | 7.6 | 4.6 | 6.8 | 6.4 |  | 8.2 |
|  | (5.9,7.3) | (5.9,7.3) | (6.3,9.1) | (3.9,5.5) | (5.7,8.2) | (5.2,7.8) |  | (7.6,8.9) |
| Quality of leadership | 12.5 | 12.5 | 12.2 | 13.6 | 10.9 | 12.8 |  | 15.1 |
|  | (11.7,13.3) | (11.7,13.3) | (11.1,13.4) | (11.6,15.8) | (9.7,12.1) | (11.0,14.9) |  | (11.6,19.4) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 53.1 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Service*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 4,411 | 4,324 | 1,890 | 811 | 483 | 1,140 | 88 |
| Responding on Item | 82,467 | 81,668 | 35,472 | 18,621 | 10,955 | 16,620 | 798 |
| Military values, lifestyle, and tradition | 4.7 | 4.8 | 5.2 | 5.0 | 4.5 | 3.9 | 1.4* |
| | (4.3,5.2) | (4.4,5.2) | (4.6,5.8) | (3.9,6.3) | (3.8,5.2) | (3.0,4.9) | (0.3,7.1) |
| Amount of enjoyment from your job | 7.0 | 7.0 | 7.1 | 7.0 | 7.7 | 6.4 | 5.5 |
| | (6.5,7.5) | (6.5,7.5) | (6.5,7.8) | (5.8,8.4) | (6.8,8.7) | (5.4,7.5) | (5.1,5.9) |
| Frequency of PCS moves | 3.1 | 3.1 | 3.2 | 2.7 | 2.2 | 3.9 | 1.4* |
| | (2.8,3.5) | (2.8,3.5) | (2.7,3.7) | (2.1,3.4) | (1.6,3.0) | (3.0,5.1) | (0.3,7.1) |
| Job security | 0.8 | 0.8 | 0.9 | 0.9* | 0.7 | 0.7* | 0.0 |
| | (0.6,1.1) | (0.6,1.1) | (0.6,1.3) | (0.5,1.7) | (0.5,1.1) | (0.3,1.3) | (N/A,N/A) |
| Location or station of choice, homeporting | 7.1 | 7.1 | 7.4 | 7.1 | 6.9 | 6.7 | 4.1* |
| | (6.6,7.6) | (6.7,7.7) | (6.7,8.3) | (6.3,8.0) | (5.8,8.2) | (5.5,8.1) | (2.0,8.4) |
| Co-location with your military spouse | 1.0 | 1.0 | 1.2 | 0.8 | 1.4 | 0.6* | 1.4* |
| | (0.8,1.2) | (0.8,1.2) | (0.9,1.4) | (0.6,1.2) | (0.9,2.1) | (0.3,1.3) | (0.3,7.1) |
| Medical care for your family | 5.5 | 5.5 | 4.7 | 4.7 | 5.2 | 8.2 | 9.6 |
| | (5.1,6.0) | (5.0,6.0) | (4.1,5.3) | (4.1,5.5) | (4.4,6.1) | (6.7,10.0) | (7.8,11.7) |
| Dental care for your family | 4.1 | 4.1 | 3.6 | 3.7 | 4.2 | 5.7 | 8.2* |
| | (3.8,4.6) | (3.7,4.5) | (3.2,4.0) | (2.9,4.8) | (3.4,5.1) | (4.6,7.0) | (2.1,26.8) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 53.1 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Service*

53. ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 4,411 | 4,324 | 1,890 | 811 | 483 | 1,140 | 88 |
| Responding on Item | 82,467 | 81,668 | 35,472 | 18,621 | 10,955 | 16,620 | 798 |
| Youth activities on base | 0.6 | 0.6 | 0.6 | 0.4 | 0.6 | 0.6* | 0.0 |
| | (0.4,0.7) | (0.4,0.7) | (0.4,0.9) | (0.2,0.7) | (0.3,0.9) | (0.3,1.2) | (N/A,N/A) |
| Schools for your children | 0.6 | 0.6 | 0.7 | 0.6 | 0.8* | 0.6* | 0.0 |
| | (0.5,0.8) | (0.5,0.8) | (0.5,0.9) | (0.4,0.9) | (0.4,1.6) | (0.3,1.2) | (N/A,N/A) |
| Spouse employment and career opportunities | 1.5 | 1.5 | 1.4 | 1.8 | 1.7 | 1.3 | 4.1 |
| | (1.3,1.8) | (1.3,1.7) | (1.1,1.7) | (1.3,2.4) | (1.3,2.3) | (0.8,2.0) | (2.3,7.2) |
| Military family support programs | 0.9 | 0.9 | 1.2 | 0.7 | 0.9 | 0.4 | 1.4* |
| | (0.7,1.0) | (0.7,1.0) | (0.9,1.4) | (0.4,1.2) | (0.6,1.3) | (0.3,0.7) | (0.2,7.9) |
| Acceptable and affordable childcare | 1.6 | 1.6 | 1.8 | 1.4 | 1.1 | 2.0 | 0.0 |
| | (1.4,1.9) | (1.4,1.9) | (1.5,2.0) | (1.0,2.0) | (0.8,1.6) | (1.2,3.2) | (N/A,N/A) |
| Friendships developed while in the military | 0.8 | 0.8 | 1.0 | 0.7* | 0.9 | 0.5* | 0.0 |
| | (0.6,1.1) | (0.6,1.1) | (0.7,1.5) | (0.3,1.5) | (0.6,1.4) | (0.2,1.2) | (N/A,N/A) |
| Quality of equipment, parts, and resources | 5.8 | 5.8 | 6.2 | 6.0 | 7.0 | 4.2 | 6.8* |
| | (5.3,6.4) | (5.3,6.4) | (5.4,7.0) | (5.1,7.1) | (6.2,7.9) | (3.0,5.8) | (2.3,18.5) |
| None | 12.0 | 12.1 | 13.6 | 10.6 | 12.2 | 10.6 | 5.5* |
| | (11.4,12.7) | (11.5,12.7) | (12.8,14.4) | (9.0,12.4) | (11.0,13.6) | (9.3,12.0) | (2.2,12.8) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 53.2**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Paygrade and Gender*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,260 | 1,419 | 253 | 468 | 3,706 | 692 |
| Responding on Item | 44,394 | 27,610 | 5,465 | 4,959 | 70,275 | 12,053 |
| Basic pay | 17.0 | 17.2 | 12.0 | 10.7 | 16.7 | 13.7 |
| | (16.2,17.7) | (15.6,18.8) | (9.6,14.9) | (8.9,12.8) | (16.0,17.5) | (12.4,15.1) |
| Special and incentive pay | 7.6 | 8.7 | 7.6 | 7.9 | 8.5 | 4.9 |
| | (6.8,8.4) | (7.7,9.8) | (6.2,9.3) | (6.3,10.0) | (7.8,9.2) | (3.7,6.5) |
| Reenlistment bonus or continuation pay program | 8.6 | 11.5 | 3.6 | 3.5 | 9.4 | 6.5 |
| | (8.1,9.2) | (10.6,12.6) | (2.9,4.4) | (2.0,5.8) | (8.9,9.9) | (5.5,7.7) |
| Housing allowance | 5.1 | 8.5 | 5.2 | 5.5 | 6.4 | 5.3 |
| | (4.6,5.6) | (7.4,9.8) | (4.3,6.4) | (4.6,6.6) | (6.0,7.0) | (4.2,6.7) |
| SEPRATS/ COMRATS, subsistence allowance | 3.9 | 3.7 | 1.4 | 2.1* | 3.8 | 2.2 |
| | (3.3,4.6) | (3.3,4.2) | (0.9,2.1) | (1.1,3.9) | (3.4,4.3) | (1.7,2.8) |
| Military housing | 4.3 | 4.8 | 3.2 | 5.9 | 4.5 | 4.2 |
| | (3.6,5.1) | (4.1,5.5) | (2.3,4.3) | (4.6,7.5) | (4.0,5.1) | (3.2,5.5) |
| Medical care for you | 4.5 | 5.4 | 4.2 | 4.2 | 4.6 | 5.6 |
| | (3.8,5.2) | (4.9,6.0) | (3.1,5.8) | (3.1,5.7) | (4.2,5.1) | (4.3,7.3) |
| Dental care for you | 2.4 | 2.8 | 1.8 | 1.5 | 2.5 | 2.0 |
| | (2.0,2.8) | (2.3,3.4) | (1.1,2.9) | (1.1,2.0) | (2.2,2.8) | (1.4,3.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.2 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Paygrade and Gender*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,260 | 1,419 | 253 | 468 | 3,706 | 692 |
| Responding on Item | 44,394 | 27,610 | 5,465 | 4,959 | 70,275 | 12,053 |
| Retirement pay you would get | 3.4 | 10.1 | 10.2 | 6.0 | 6.5 | 4.6 |
| | (2.9,4.0) | (9.2,11.1) | (7.6,13.6) | (4.4,8.0) | (5.9,7.1) | (3.6,5.9) |
| Cost of living adjustments (COLA) to retirement pay | 2.2 | 3.5 | 2.3 | 3.1 | 2.8 | 2.2 |
| | (1.9,2.5) | (3.1,4.0) | (1.6,3.3) | (2.0,4.7) | (2.5,3.1) | (1.6,3.1) |
| Other retirement benefits such as medical care and use of base services | 1.8 | 5.0 | 5.5 | 8.0 | 3.5 | 3.3 |
| | (1.5,2.2) | (4.4,5.6) | (3.6,8.4) | (6.0,10.8) | (3.1,4.0) | (2.3,4.8) |
| Pace of your promotions | 8.8 | 8.9 | 4.8 | 7.6 | 8.5 | 8.1 |
| | (8.1,9.6) | (8.1,9.8) | (3.9,5.8) | (6.0,9.7) | (8.0,9.0) | (6.9,9.4) |
| Chances for future advancement | 6.1 | 7.8 | 5.6 | 9.8 | 7.1 | 5.8 |
| | (5.3,7.0) | (7.0,8.7) | (4.4,7.0) | (8.4,11.5) | (6.5,7.7) | (4.7,7.0) |
| Training and professional development | 4.6 | 3.8 | 6.9 | 3.6 | 4.4 | 4.3 |
| | (4.2,5.0) | (3.1,4.5) | (5.8,8.3) | (2.4,5.4) | (4.0,4.8) | (3.4,5.4) |
| Type of assignments received | 4.3 | 4.1 | 6.0 | 4.0 | 4.4 | 4.3 |
| | (3.8,4.9) | (3.4,4.9) | (4.3,8.1) | (2.9,5.5) | (3.9,4.8) | (3.3,5.5) |
| Deployments | 4.2 | 6.1 | 6.9 | 3.8 | 5.2 | 3.9 |
| | (3.8,4.8) | (5.4,6.9) | (5.1,9.1) | (2.7,5.3) | (4.8,5.6) | (3.1,4.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.2 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty: By Paygrade and Gender*

53. ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,260 | 1,419 | 253 | 468 | 3,706 | 692 |
| Responding on Item | 44,394 | 27,610 | 5,465 | 4,959 | 70,275 | 12,053 |
| Other military duties that take you away from permanent duty station | 2.7 (2.0,3.5) | 2.4 (2.0,2.8) | 4.6 (3.3,6.3) | 3.1* (1.7,5.6) | 2.9 (2.4,3.4) | 1.9 (1.5,2.5) |
| Availability of equipment, parts, and resources | 5.6 (4.9,6.4) | 7.2 (6.4,8.1) | 10.7 (8.9,12.7) | 9.6 (6.9,13.1) | 7.2 (6.6,7.8) | 3.9 (2.9,5.1) |
| Level of manning in your unit | 7.4 (6.8,8.1) | 10.1 (9.0,11.3) | 13.7 (10.8,17.2) | 13.0 (10.2,16.4) | 9.1 (8.5,9.7) | 9.0 (7.4,10.9) |
| Your unit's morale | 12.6 (11.7,13.6) | 8.6 (7.6,9.6) | 7.5 (5.8,9.7) | 6.0 (4.3,8.5) | 10.3 (9.6,11.0) | 12.0 (10.5,13.7) |
| Your personal workload | 3.9 (3.4,4.5) | 3.0 (2.6,3.5) | 8.2 (6.0,11.1) | 5.7 (4.2,7.8) | 4.1 (3.7,4.5) | 3.4 (2.5,4.5) |
| Amount of personal/ family time you have | 8.7 (8.0,9.5) | 7.7 (6.6,8.9) | 11.8 (9.5,14.6) | 6.8 (5.2,9.0) | 8.4 (7.8,9.1) | 8.7 (7.7,9.8) |
| Off-duty educational opportunities | 7.7 (6.6,9.0) | 6.1 (5.3,6.9) | 3.9 (2.9,5.2) | 1.8* (0.9,3.3) | 6.4 (5.6,7.2) | 7.6 (6.1,9.2) |
| Quality of leadership | 12.8 (11.6,14.0) | 11.2 (10.1,12.4) | 15.9 (13.2,19.2) | 13.6 (11.5,16.0) | 12.4 (11.5,13.3) | 13.3 (11.3,15.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.2 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Paygrade and Gender*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,260 | 1,419 | 253 | 468 | 3,706 | 692 |
| Responding on Item | 44,394 | 27,610 | 5,465 | 4,959 | 70,275 | 12,053 |
| Military values, lifestyle, and tradition | 5.4 | 4.1 | 3.9 | 3.1 | 4.6 | 5.4 |
| | (4.8,6.2) | (3.5,4.7) | (2.9,5.2) | (2.1,4.4) | (4.2,5.1) | (4.6,6.5) |
| Amount of enjoyment from your job | 8.4 | 4.9 | 8.8 | 4.2 | 6.9 | 7.1 |
| | (7.6,9.2) | (4.4,5.5) | (7.1,10.7) | (2.7,6.4) | (6.4,7.5) | (6.0,8.4) |
| Frequency of PCS moves | 2.3 | 3.2 | 6.1 | 6.2 | 3.2 | 2.5 |
| | (1.9,2.8) | (2.5,4.0) | (4.4,8.2) | (4.7,8.2) | (2.8,3.6) | (1.9,3.4) |
| Job security | 0.9 | 0.6 | 0.7* | 1.0* | 0.9 | 0.5 |
| | (0.7,1.4) | (0.4,0.9) | (0.3,1.5) | (0.5,2.1) | (0.7,1.2) | (0.3,0.8) |
| Location or station of choice, homeporting | 7.1 | 7.1 | 6.6 | 7.7 | 6.8 | 9.0 |
| | (6.4,7.9) | (6.4,8.0) | (4.7,9.1) | (6.6,9.1) | (6.3,7.4) | (7.7,10.4) |
| Co-location with your military spouse | 1.2 | 0.7 | 1.4 | 0.6* | 0.8 | 2.4 |
| | (1.0,1.5) | (0.5,1.0) | (0.8,2.3) | (0.3,1.4) | (0.6,1.0) | (1.8,3.1) |
| Medical care for your family | 2.9 | 7.8 | 7.7 | 14.0 | 6.0 | 2.7 |
| | (2.4,3.4) | (6.8,9.0) | (6.1,9.7) | (11.6,16.9) | (5.5,6.5) | (2.0,3.6) |
| Dental care for your family | 1.9 | 6.7 | 4.0 | 10.2 | 4.6 | 1.4 |
| | (1.6,2.3) | (5.9,7.5) | (2.9,5.6) | (7.5,13.8) | (4.2,5.1) | (0.9,2.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.2 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Paygrade and Gender*

53. ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,260 | 1,419 | 253 | 468 | 3,706 | 692 |
| Responding on Item | 44,394 | 27,610 | 5,465 | 4,959 | 70,275 | 12,053 |
| Youth activities on base | 0.7 | 0.5 | 0.2* | 0.3* | 0.5 | 1.0* |
| | (0.5,0.9) | (0.3,0.9) | (0.1,0.4) | (0.1,1.0) | (0.4,0.6) | (0.6,1.9) |
| Schools for your children | 0.5 | 0.9 | 0.3* | 0.7* | 0.6 | 0.6* |
| | (0.3,0.8) | (0.6,1.3) | (0.2,0.6) | (0.4,1.4) | (0.5,0.8) | (0.3,1.3) |
| Spouse employment and career opportunities | 1.0 | 1.8 | 3.3 | 2.9 | 1.4 | 2.0 |
| | (0.8,1.2) | (1.4,2.3) | (2.6,4.4) | (2.2,3.9) | (1.2,1.7) | (1.4,2.8) |
| Military family support programs | 0.9 | 0.9 | 0.6* | 1.3* | 0.8 | 1.0 |
| | (0.7,1.1) | (0.6,1.2) | (0.3,1.2) | (0.6,2.9) | (0.7,1.0) | (0.7,1.5) |
| Acceptable and affordable childcare | 1.6 | 2.0 | 0.5 | 0.9* | 1.4 | 3.2 |
| | (1.2,2.1) | (1.7,2.5) | (0.3,0.9) | (0.4,1.8) | (1.1,1.7) | (2.5,3.9) |
| Friendships developed while in the military | 1.2 | 0.4 | 0.5* | 0.2* | 0.9 | 0.5* |
| | (0.8,1.7) | (0.3,0.6) | (0.2,1.3) | (0.1,0.4) | (0.6,1.2) | (0.3,0.9) |
| Quality of equipment, parts, and resources | 5.6 | 6.1 | 6.7 | 5.0 | 6.2 | 3.7 |
| | (4.9,6.5) | (5.4,7.0) | (5.9,7.7) | (3.5,7.2) | (5.7,6.8) | (2.8,4.9) |
| None | 14.1 | 10.2 | 6.9 | 9.5 | 11.9 | 13.1 |
| | (13.1,15.2) | (9.4,11.0) | (5.3,9.0) | (8.1,11.3) | (11.2,12.6) | (11.6,14.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.3**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Retirement/Separation*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 270 | 600 | 300 | 1,486 | 575 | 1,162 |
| Responding on Item | 3,617 | 17,370 | 4,246 | 22,147 | 5,861 | 29,029 |
| Basic pay | 11.9 | 17.5 | 14.6 | 16.0 | 14.4 | 17.0 |
| | *(8.7,16.1)* | *(16.1,19.0)* | *(11.9,17.7)* | *(14.7,17.3)* | *(10.7,19.1)* | *(15.4,18.7)* |
| Special and incentive pay | 7.8 | 8.0 | 5.8 | 7.8 | 8.2 | 8.5 |
| | *(5.8,10.6)* | *(6.8,9.3)* | *(3.6,9.2)* | *(6.6,9.2)* | *(6.1,10.8)* | *(7.6,9.4)* |
| Reenlistment bonus or continuation pay program | 5.6 | 9.5 | 4.4 | 8.1 | 9.1 | 10.3 |
| | *(3.6,8.5)* | *(8.2,11.1)* | *(3.2,6.0)* | *(7.0,9.4)* | *(6.7,12.3)* | *(9.2,11.5)* |
| Housing allowance | 8.8 | 6.5 | 8.3 | 5.3 | 7.8 | 5.9 |
| | *(6.1,12.5)* | *(5.7,7.4)* | *(6.1,11.3)* | *(4.5,6.2)* | *(5.8,10.5)* | *(5.4,6.6)* |
| SEPRATS/ COMRATS, subsistence allowance | 4.0 | 3.8 | 2.5* | 3.0 | 3.6 | 3.9 |
| | *(2.4,6.6)* | *(3.2,4.6)* | *(1.2,5.2)* | *(2.1,4.1)* | *(2.0,6.3)* | *(3.3,4.7)* |
| Military housing | 6.1 | 5.1 | 4.1 | 3.6 | 3.2 | 4.9 |
| | *(4.1,8.9)* | *(4.3,5.9)* | *(2.6,6.4)* | *(3.1,4.3)* | *(2.2,4.5)* | *(4.0,5.9)* |
| Medical care for you | 3.4* | 6.2 | 5.2 | 4.1 | 5.5 | 4.4 |
| | *(1.8,6.3)* | *(5.4,7.0)* | *(3.3,8.0)* | *(3.3,5.0)* | *(4.1,7.4)* | *(3.8,5.1)* |
| Dental care for you | 2.1* | 3.0 | 1.5* | 2.0 | 3.1* | 2.4 |
| | *(0.9,4.7)* | *(2.5,3.6)* | *(0.8,2.6)* | *(1.6,2.6)* | *(1.6,6.0)* | *(2.0,3.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.3 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Retirement/Separation*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 270 | 600 | 300 | 1,486 | 575 | 1,162 |
| Responding on Item | 3,617 | 17,370 | 4,246 | 22,147 | 5,861 | 29,029 |
| Retirement pay you would get | 10.2 | 6.3 | 7.7 | 4.6 | 13.3 | 5.4 |
| | (7.2,14.1) | (5.4,7.2) | (5.8,10.3) | (3.9,5.5) | (10.0,17.6) | (4.7,6.1) |
| Cost of living adjustments (COLA) to retirement pay | 4.8 | 2.8 | 2.4 | 2.0 | 4.8 | 2.5 |
| | (2.8,7.9) | (2.3,3.5) | (1.7,3.6) | (1.6,2.5) | (3.6,6.4) | (2.0,3.0) |
| Other retirement benefits such as medical care and use of base services | 7.4 | 3.6 | 7.6 | 2.0 | 7.9 | 2.6 |
| | (4.7,11.5) | (2.9,4.5) | (4.9,11.5) | (1.5,2.6) | (4.8,12.6) | (2.0,3.4) |
| Pace of your promotions | 11.8 | 8.8 | 8.6 | 7.2 | 11.3 | 8.3 |
| | (9.7,14.4) | (7.6,10.2) | (7.2,10.2) | (6.0,8.5) | (8.3,15.1) | (7.5,9.2) |
| Chances for future advancement | 10.8 | 6.9 | 8.7 | 5.5 | 10.4 | 6.3 |
| | (7.9,14.7) | (5.7,8.3) | (6.4,11.8) | (4.4,6.9) | (8.3,13.0) | (5.6,7.2) |
| Training and professional development | 1.9* | 5.1 | 3.2 | 3.9 | 3.9 | 5.0 |
| | (1.1,3.4) | (4.3,6.1) | (2.1,4.9) | (3.3,4.5) | (2.3,6.7) | (4.4,5.7) |
| Type of assignments received | 2.4 | 4.9 | 4.0 | 4.2 | 3.9* | 4.5 |
| | (1.6,3.6) | (3.9,6.2) | (2.4,6.6) | (3.6,5.0) | (2.1,7.1) | (3.9,5.2) |
| Deployments | 3.9 | 5.6 | 2.7* | 4.3 | 3.8 | 5.9 |
| | (2.3,6.4) | (4.8,6.6) | (1.5,4.9) | (3.7,5.0) | (2.7,5.3) | (5.3,6.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.3 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Retirement/Separation*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 270 | 600 | 300 | 1,486 | 575 | 1,162 |
| Responding on Item | 3,617 | 17,370 | 4,246 | 22,147 | 5,861 | 29,029 |
| Other military duties that take you away from permanent duty station | 0.8* | 3.5 | 1.7* | 2.2 | 2.7* | 3.1 |
| | (0.3,1.9) | (2.6,4.6) | (0.6,4.3) | (1.6,3.0) | (1.4,4.8) | (2.3,4.0) |
| Availability of equipment, parts, and resources | 6.8 | 7.6 | 8.2 | 5.2 | 6.2 | 7.2 |
| | (4.9,9.4) | (6.2,9.3) | (6.0,11.2) | (4.4,6.3) | (4.0,9.5) | (6.4,8.0) |
| Level of manning in your unit | 12.5 | 9.3 | 11.1 | 6.8 | 13.0 | 9.2 |
| | (10.4,15.0) | (8.0,10.7) | (7.9,15.5) | (5.9,7.8) | (10.2,16.3) | (8.4,10.1) |
| Your unit's morale | 2.6 | 13.8 | 3.8 | 9.8 | 5.9 | 12.1 |
| | (1.6,4.4) | (12.2,15.5) | (2.3,6.2) | (8.6,11.1) | (4.3,8.2) | (11.1,13.1) |
| Your personal workload | 1.1* | 5.0 | 3.6 | 3.4 | 3.6 | 4.3 |
| | (0.6,2.0) | (4.2,5.9) | (2.3,5.7) | (2.7,4.3) | (2.3,5.7) | (3.6,5.1) |
| Amount of personal/ family time you have | 5.4 | 10.3 | 5.8 | 6.8 | 6.7 | 9.7 |
| | (3.3,8.9) | (9.2,11.6) | (4.1,8.1) | (5.9,7.8) | (4.2,10.5) | (8.6,10.8) |
| Off-duty educational opportunities | 3.5* | 7.6 | 4.4 | 6.1 | 5.0 | 7.3 |
| | (1.9,6.7) | (6.5,8.8) | (2.8,7.0) | (5.1,7.3) | (3.5,7.0) | (6.4,8.3) |
| Quality of leadership | 13.1 | 13.6 | 9.7 | 11.2 | 11.0 | 13.4 |
| | (9.8,17.4) | (12.1,15.3) | (6.8,13.6) | (9.8,12.7) | (9.1,13.2) | (12.2,14.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.3 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty: By Retirement/Separation*

53. ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 270 | 600 | 300 | 1,486 | 575 | 1,162 |
| Responding on Item | 3,617 | 17,370 | 4,246 | 22,147 | 5,861 | 29,029 |
| Military values, lifestyle, and tradition | 3.9* | 6.6 | 3.0 | 3.2 | 3.1 | 5.5 |
| | (2.1,7.0) | (5.2,8.5) | (1.8,5.0) | (2.7,3.7) | (1.7,5.4) | (4.9,6.2) |
| Amount of enjoyment from your job | 3.6 | 7.2 | 3.1 | 7.5 | 2.8 | 8.4 |
| | (2.3,5.5) | (6.3,8.3) | (2.2,4.3) | (6.4,8.6) | (1.6,4.7) | (7.7,9.1) |
| Frequency of PCS moves | 2.6 | 4.1 | 5.1 | 1.8 | 3.8 | 3.1 |
| | (1.5,4.4) | (3.2,5.3) | (3.0,8.7) | (1.4,2.3) | (2.6,5.7) | (2.6,3.7) |
| Job security | 1.2* | 0.7 | 0.1* | 0.7 | 0.9* | 1.1 |
| | (0.5,2.9) | (0.4,1.0) | (0.0,0.4) | (0.4,1.1) | (0.3,2.5) | (0.7,1.6) |
| Location or station of choice, homeporting | 5.9 | 8.0 | 5.6 | 6.8 | 7.2 | 7.2 |
| | (3.7,9.3) | (6.7,9.5) | (3.7,8.4) | (5.8,7.8) | (5.7,9.1) | (6.4,8.1) |
| Co-location with your military spouse | 0.5* | 1.2 | 0.3* | 0.8 | 0.6* | 1.3 |
| | (0.2,1.2) | (0.9,1.7) | (0.1,1.1) | (0.5,1.1) | (0.3,1.5) | (1.0,1.7) |
| Medical care for your family | 12.9 | 6.1 | 13.5 | 2.4 | 11.4 | 4.2 |
| | (10.5,15.8) | (5.0,7.3) | (10.7,17.0) | (1.8,3.1) | (9.3,13.9) | (3.5,5.1) |
| Dental care for your family | 9.1 | 3.9 | 11.9 | 1.8 | 11.4 | 2.9 |
| | (7.1,11.6) | (3.2,4.7) | (8.7,16.0) | (1.4,2.4) | (9.1,14.1) | (2.3,3.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 53.3 (continued)**
*Other Important Factors to Improve for Member to Stay on Active Duty:  By Retirement/Separation*

53.  ...and what else would we have to improve so that you would stay?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 270 | 600 | 300 | 1,486 | 575 | 1,162 |
| Responding on Item | 3,617 | 17,370 | 4,246 | 22,147 | 5,861 | 29,029 |
| Youth activities on base | 0.4* | 0.6* | 0.1* | 0.6 | 1.1* | 0.5 |
| | (0.2,0.9) | (0.3,1.1) | (0.0,0.3) | (0.4,1.0) | (0.4,2.9) | (0.4,0.7) |
| Schools for your children | 1.6* | 0.7 | 0.7* | 0.3 | 1.1* | 0.6 |
| | (0.6,4.5) | (0.4,1.1) | (0.2,2.0) | (0.2,0.6) | (0.5,2.4) | (0.4,0.9) |
| Spouse employment and career opportunities | 3.5 | 1.8 | 2.0* | 0.8 | 2.2 | 1.4 |
| | (2.0,6.0) | (1.3,2.4) | (1.1,3.7) | (0.6,1.2) | (1.5,3.4) | (1.2,1.8) |
| Military family support programs | 0.3* | 1.3 | 1.6* | 0.7 | 0.5* | 0.8 |
| | (0.1,1.1) | (0.9,1.7) | (0.7,3.8) | (0.4,1.1) | (0.2,1.5) | (0.6,1.1) |
| Acceptable and affordable childcare | 2.1* | 2.4 | 0.5* | 1.2 | 2.4 | 1.4 |
| | (0.8,5.4) | (1.6,3.6) | (0.3,1.2) | (0.9,1.6) | (1.6,3.6) | (1.2,1.8) |
| Friendships developed while in the military | 0.1* | 0.8* | 0.3* | 1.1 | 0.2* | 0.9 |
| | (0.0,0.5) | (0.4,1.6) | (0.1,1.7) | (0.6,1.9) | (0.1,0.4) | (0.6,1.2) |
| Quality of equipment, parts, and resources | 4.9* | 6.5 | 4.9 | 5.1 | 5.5 | 6.3 |
| | (2.3,10.5) | (5.4,7.9) | (3.1,7.9) | (4.3,6.0) | (4.0,7.5) | (5.7,7.1) |
| None | 11.8 | 9.0 | 13.3 | 16.6 | 9.2 | 10.7 |
| | (9.7,14.3) | (7.9,10.2) | (10.6,16.5) | (15.4,17.8) | (7.3,11.7) | (9.7,11.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 54a.1**
*Agreement That Chain of Command Keeps Me Informed About Important Issues: By Service*

54a. Please indicate whether you agree or disagree with the following statements. My chain of command keeps me informed about important issues

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 439 | 439 | 256 | 33 | 71 | 78 | | 0 |
| Responding on Item | 86,439 | 85,553 | 37,106 | 19,399 | 11,367 | 17,682 | | 886 |
| Agree | 17.3 | 17.2 | 14.0 | 20.1 | 20.1 | 19.1 | | 24.7 |
| | (16.5,18.1) | (16.4,18.1) | (13.2,14.8) | (18.4,21.9) | (18.1,22.3) | (16.6,21.9) | | (19.6,30.5) |
| Tend to agree | 29.9 | 29.9 | 25.6 | 33.5 | 30.7 | 34.3 | | 35.8 |
| | (29.0,30.9) | (28.9,30.9) | (24.0,27.3) | (31.5,35.5) | (28.8,32.6) | (32.3,36.4) | | (28.1,44.3) |
| ? | 11.7 | 11.7 | 12.0 | 12.7 | 12.9 | 9.2 | | 7.4* |
| | (11.1,12.3) | (11.1,12.3) | (11.1,12.9) | (11.5,14.1) | (11.4,14.6) | (7.8,10.7) | | (3.9,13.5) |
| Tend to disagree | 20.4 | 20.4 | 22.4 | 17.0 | 19.3 | 20.7 | | 21.0 |
| | (19.5,21.3) | (19.5,21.3) | (20.9,23.9) | (15.4,18.7) | (17.7,21.1) | (19.1,22.3) | | (11.7,34.6) |
| Disagree | 20.7 | 20.8 | 26.1 | 16.7 | 16.9 | 16.7 | | 11.1 |
| | (19.9,21.5) | (20.0,21.7) | (24.9,27.3) | (15.1,18.4) | (14.7,19.3) | (14.8,18.8) | | (8.7,14.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 54a.2**
*Agreement That Chain of Command Keeps Me Informed About Important Issues:  By Paygrade and Gender*

54a.  Please indicate whether you agree or disagree with the following statements. My chain of command keeps me informed about important issues

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 269 | 127 | 9 | 34 | 369 | 66 |
| Responding on Item | 46,385 | 28,902 | 5,709 | 5,393 | 73,612 | 12,679 |
| Agree | 13.3 | 20.1 | 24.8 | 29.2 | 17.2 | 18.0 |
| | (12.4,14.2) | (18.7,21.5) | (21.1,28.8) | (25.8,32.9) | (16.3,18.1) | (16.1,20.1) |
| Tend to agree | 24.7 | 35.7 | 37.9 | 35.6 | 30.3 | 27.5 |
| | (23.3,26.3) | (34.2,37.1) | (34.5,41.5) | (31.6,39.7) | (29.2,31.5) | (25.1,30.0) |
| ? | 13.6 | 10.4 | 6.1 | 8.1 | 11.9 | 10.1 |
| | (12.6,14.5) | (9.6,11.3) | (4.2,8.8) | (6.4,10.2) | (11.3,12.6) | (8.6,11.7) |
| Tend to disagree | 21.9 | 19.2 | 18.9 | 15.4 | 20.3 | 20.9 |
| | (20.5,23.3) | (18.0,20.3) | (17.0,21.0) | (13.5,17.6) | (19.3,21.3) | (19.0,22.9) |
| Disagree | 26.5 | 14.7 | 12.3 | 11.7 | 20.2 | 23.6 |
| | (25.3,27.8) | (13.6,16.0) | (10.0,15.0) | (8.9,15.2) | (19.3,21.2) | (21.9,25.3) |

**Table 54a.3**
*Agreement That Chain of Command Keeps Me Informed About Important Issues:  By Retirement/Separation*

54a.  Please indicate whether you agree or disagree with the following statements. My chain of command keeps me informed about important issues

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 42 | 55 | 17 | 215 | 9 | 99 |
| Responding on Item | 3,845 | 17,915 | 4,529 | 23,418 | 6,427 | 30,092 |
| Agree | 26.1 | 14.1 | 28.3 | 16.7 | 27.2 | 14.9 |
| | (22.9,29.4) | (12.4,15.9) | (23.2,34.0) | (15.2,18.3) | (24.6,29.9) | (13.4,16.5) |
| Tend to agree | 40.4 | 26.4 | 37.9 | 27.2 | 37.9 | 30.0 |
| | (36.7,44.3) | (24.7,28.2) | (31.9,44.4) | (25.0,29.4) | (35.2,40.6) | (28.0,32.0) |
| ? | 7.6 | 9.9 | 8.3 | 14.6 | 9.7 | 11.8 |
| | (5.2,10.8) | (8.5,11.5) | (6.0,11.4) | (13.2,16.1) | (8.5,11.1) | (10.6,13.0) |
| Tend to disagree | 14.6 | 21.2 | 13.3 | 20.4 | 13.8 | 23.2 |
| | (12.3,17.3) | (19.2,23.3) | (11.2,15.8) | (18.5,22.3) | (10.8,17.4) | (21.8,24.7) |
| Disagree | 11.4 | 28.4 | 12.1 | 21.2 | 11.5 | 20.1 |
| | (8.8,14.5) | (25.9,31.1) | (8.7,16.7) | (20.0,22.5) | (9.0,14.6) | (18.5,21.9) |

**Table 54b.1**
*Agreement That Someone Will Listen to Requests Through Channels in Unit:  By Service*

54b.  Please indicate whether you agree or disagree with the following statements.  If I make a request through channels in my unit, I know somebody will listen

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | 0 |
| Not Responding on Item | 508 | 508 | 302 | 58 | 70 | 79 | 0 |
| Responding on Item | 86,370 | 85,484 | 37,060 | 19,374 | 11,368 | 17,681 | 886 |
| Agree | 16.5 | 16.4 | 11.5 | 22.0 | 21.8 | 17.2 | 19.8 |
| | (15.7,17.2) | (15.7,17.2) | (10.9,12.2) | (20.4,23.7) | (19.1,24.7) | (15.3,19.2) | (19.3,20.2) |
| Tend to agree | 28.8 | 28.7 | 24.2 | 33.1 | 31.1 | 31.7 | 44.4 |
| | (28.1,29.6) | (27.9,29.4) | (23.3,25.1) | (31.4,34.7) | (28.9,33.3) | (29.7,33.8) | (38.6,50.4) |
| ? | 15.9 | 16.0 | 17.4 | 14.9 | 16.5 | 14.1 | 8.6* |
| | (15.3,16.6) | (15.4,16.7) | (16.4,18.5) | (13.7,16.1) | (15.1,18.0) | (12.5,15.8) | (3.8,18.5) |
| Tend to disagree | 20.2 | 20.3 | 22.8 | 16.1 | 17.6 | 21.1 | 14.8* |
| | (19.5,20.9) | (19.6,20.9) | (21.9,23.7) | (14.7,17.6) | (16.0,19.3) | (19.3,23.0) | (5.3,35.0) |
| Disagree | 18.6 | 18.6 | 24.1 | 13.9 | 13.0 | 15.9 | 12.3* |
| | (17.8,19.4) | (17.9,19.4) | (23.1,25.2) | (12.8,15.1) | (11.7,14.6) | (13.7,18.4) | (3.9,32.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 54b.2**

*Agreement That Someone Will Listen to Requests Through Channels in Unit: By Paygrade and Gender*

54b. Please indicate whether you agree or disagree with the following statements. If I make a request through channels in my unit, I know somebody will listen

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 326 | 144 | 17 | 22 | 406 | 99 |
| Responding on Item | 46,328 | 28,885 | 5,701 | 5,405 | 73,575 | 12,646 |
| Agree | 12.3 | 19.9 | 21.3 | 29.2 | 16.6 | 15.8 |
| | *(11.5,13.0)* | *(18.5,21.3)* | *(17.5,25.7)* | *(26.0,32.6)* | *(15.8,17.4)* | *(14.1,17.6)* |
| Tend to agree | 24.0 | 33.8 | 37.7 | 34.4 | 29.2 | 26.8 |
| | *(23.1,24.8)* | *(32.4,35.4)* | *(34.6,40.9)* | *(31.8,37.0)* | *(28.3,30.0)* | *(24.7,29.0)* |
| ? | 17.5 | 15.2 | 11.1 | 11.9 | 16.1 | 14.6 |
| | *(16.5,18.5)* | *(14.3,16.1)* | *(8.9,13.8)* | *(9.9,14.3)* | *(15.5,16.9)* | *(12.8,16.6)* |
| Tend to disagree | 22.5 | 17.9 | 18.5 | 14.1 | 20.1 | 21.2 |
| | *(21.5,23.6)* | *(17.2,18.6)* | *(16.3,21.0)* | *(12.0,16.4)* | *(19.3,20.8)* | *(19.5,22.9)* |
| Disagree | 23.8 | 13.2 | 11.3 | 10.4 | 18.0 | 21.7 |
| | *(22.5,25.1)* | *(12.2,14.3)* | *(9.5,13.5)* | *(8.7,12.5)* | *(17.3,18.9)* | *(19.5,24.1)* |

**Table 54b.3**

*Agreement That Someone Will Listen to Requests Through Channels in Unit: By Retirement/Separation*

54b. Please indicate whether you agree or disagree with the following statements. If I make a request through channels in my unit, I know somebody will listen

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 58 | 67 | 13 | 241 | 16 | 113 |
| Responding on Item | 3,829 | 17,903 | 4,533 | 23,392 | 6,420 | 30,078 |
| Agree | 23.5 | 12.0 | 29.0 | 15.6 | 28.5 | 14.4 |
| | (19.7,27.8) | (10.8,13.4) | (23.9,34.7) | (14.2,17.0) | (25.1,32.1) | (13.0,15.9) |
| Tend to agree | 37.4 | 23.8 | 35.0 | 28.5 | 36.4 | 28.4 |
| | (33.2,41.9) | (22.2,25.4) | (29.6,40.9) | (26.8,30.3) | (32.3,40.7) | (26.9,30.0) |
| ? | 12.3 | 15.5 | 12.0 | 17.6 | 14.1 | 16.4 |
| | (9.3,16.1) | (13.8,17.4) | (9.4,15.3) | (16.0,19.2) | (12.3,16.1) | (15.1,17.8) |
| Tend to disagree | 17.3 | 22.5 | 13.7 | 20.4 | 11.9 | 21.9 |
| | (14.0,21.1) | (20.8,24.4) | (11.2,16.6) | (19.2,21.6) | (10.4,13.5) | (20.8,23.1) |
| Disagree | 9.5 | 26.1 | 10.3 | 18.0 | 9.2 | 18.9 |
| | (7.5,12.0) | (23.4,29.0) | (7.3,14.3) | (16.7,19.3) | (7.1,11.8) | (17.2,20.8) |

**Table 54c.1**

*Agreement That Member's Service Has Established a Climate Where Truth Can Be Taken Up the Chain of Command Without Fear of Reprisal: By Service*

54c. Please indicate whether you agree or disagree with the following statements. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal©

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 729 | 729 | 425 | 78 | 82 | 144 | 0 |
| Responding on Item | 86,149 | 85,263 | 36,937 | 19,354 | 11,356 | 17,616 | 886 |
| Agree | 13.1 | 13.2 | 11.3 | 14.4 | 17.0 | 13.3 | 12.3* |
| | (12.5,13.8) | (12.5,13.8) | (10.5,12.1) | (13.2,15.7) | (14.8,19.5) | (11.6,15.1) | (5.4,25.7) |
| Tend to agree | 22.9 | 22.7 | 20.2 | 25.5 | 24.3 | 24.0 | 38.3 |
| | (21.9,23.9) | (21.7,23.7) | (19.3,21.1) | (23.3,27.7) | (22.3,26.3) | (20.8,27.6) | (36.8,39.8) |
| ? | 16.4 | 16.5 | 17.0 | 16.1 | 17.2 | 15.4 | 11.1 |
| | (15.7,17.2) | (15.8,17.2) | (16.1,17.9) | (14.5,17.8) | (15.1,19.5) | (13.6,17.4) | (9.1,13.5) |
| Tend to disagree | 22.2 | 22.2 | 22.9 | 20.7 | 20.4 | 23.7 | 16.0 |
| | (21.2,23.1) | (21.3,23.2) | (21.5,24.4) | (18.8,22.6) | (18.9,22.0) | (21.3,26.3) | (10.3,24.1) |
| Disagree | 25.4 | 25.4 | 28.7 | 23.4 | 21.1 | 23.6 | 22.2 |
| | (24.4,26.4) | (24.4,26.5) | (27.2,30.2) | (21.3,25.6) | (19.3,23.2) | (20.9,26.4) | (21.7,22.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

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**Table 54c.2**

*Agreement That Member's Service Has Established a Climate Where Truth Can Be Taken Up the Chain of Command Without Fear of Reprisal:*
*By Paygrade and Gender*

54c.  Please indicate whether you agree or disagree with the following statements. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal©

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 516 | 172 | 20 | 22 | | 636 | 90 |
| Responding on Item | 46,138 | 28,857 | 5,698 | 5,405 | | 73,345 | 12,655 |
| Agree | 10.8 | 15.3 | 17.1 | 17.9 | | 13.3 | 12.3 |
| | (9.9,11.7) | (14.3,16.4) | (13.7,21.2) | (15.6,20.5) | | (12.6,14.1) | (10.7,14.1) |
| Tend to agree | 18.2 | 27.1 | 30.6 | 32.1 | | 23.3 | 20.1 |
| | (16.9,19.5) | (25.3,28.9) | (27.9,33.4) | (28.6,35.7) | | (22.3,24.4) | (18.0,22.4) |
| ? | 17.8 | 15.7 | 11.8 | 13.5 | | 16.8 | 14.2 |
| | (16.8,18.8) | (14.6,17.0) | (10.1,13.8) | (10.1,17.9) | | (16.0,17.6) | (12.5,16.1) |
| Tend to disagree | 22.8 | 22.2 | 20.5 | 18.9 | | 21.8 | 24.2 |
| | (21.4,24.2) | (20.6,23.7) | (18.3,22.9) | (15.8,22.5) | | (20.8,22.9) | (22.0,26.6) |
| Disagree | 30.5 | 19.8 | 20.0 | 17.6 | | 24.7 | 29.1 |
| | (29.0,32.0) | (18.2,21.4) | (16.7,23.7) | (13.5,22.7) | | (23.7,25.8) | (26.9,31.5) |

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**Table 54c.3**

*Agreement That Member's Service Has Established a Climate Where Truth Can Be Taken Up the Chain of Command Without Fear of Reprisal: By Retirement/Separation*

54c. Please indicate whether you agree or disagree with the following statements. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal[©]

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 42 | 134 | 19 | 319 | 36 | 170 |
| Responding on Item | 3,845 | 17,836 | 4,527 | 23,314 | 6,400 | 30,021 |
| Agree | 18.8 | 10.0 | 19.6 | 13.7 | 19.5 | 11.5 |
| | (16.0,21.9) | (8.9,11.3) | (16.4,23.3) | (12.0,15.7) | (17.6,21.6) | (10.0,13.2) |
| Tend to agree | 29.6 | 19.3 | 31.9 | 22.4 | 29.5 | 21.7 |
| | (26.4,33.0) | (17.6,21.0) | (27.6,36.6) | (20.5,24.3) | (25.3,34.1) | (20.3,23.3) |
| ? | 16.5 | 13.2 | 12.5 | 18.0 | 15.7 | 17.9 |
| | (12.1,22.0) | (11.5,15.1) | (9.7,16.1) | (16.7,19.4) | (13.1,18.6) | (16.5,19.4) |
| Tend to disagree | 18.5 | 22.9 | 19.9 | 21.9 | 17.7 | 23.8 |
| | (15.3,22.1) | (21.0,24.9) | (16.7,23.6) | (20.2,23.6) | (14.3,21.7) | (22.3,25.3) |
| Disagree | 16.7 | 34.6 | 16.0 | 24.0 | 17.6 | 25.0 |
| | (13.0,21.2) | (32.2,37.2) | (12.6,20.1) | (22.1,26.2) | (13.7,22.2) | (22.9,27.3) |

**Table 54d.1**
*Agreement That Member Finds It Difficult to Balance Work and Personal Responsibilities: By Service*

54d. Please indicate whether you agree or disagree with the following statements. I find it very difficult to balance my work and my personal responsibilities[©]

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 961 | 950 | 551 | 148 | 102 | 149 | | 11 |
| Responding on Item | 85,917 | 85,042 | 36,811 | 19,284 | 11,336 | 17,611 | | 875 |
| Agree | 10.3 | 10.3 | 11.6 | 9.8 | 11.2 | 7.5 | | 11.3* |
| | (9.6,11.0) | (9.6,11.0) | (10.4,12.9) | (8.7,11.0) | (9.8,12.6) | (6.1,9.2) | | (3.8,29.0) |
| Tend to agree | 18.0 | 18.0 | 19.3 | 17.1 | 18.4 | 16.0 | | 17.5 |
| | (17.3,18.7) | (17.3,18.7) | (18.3,20.2) | (15.2,19.2) | (17.4,19.4) | (14.3,17.8) | | (9.8,29.3) |
| ? | 18.1 | 18.2 | 20.4 | 17.3 | 16.6 | 15.7 | | 12.5 |
| | (17.3,19.0) | (17.4,19.1) | (19.1,21.7) | (15.6,19.2) | (15.1,18.2) | (13.8,17.8) | | (12.5,12.5) |
| Tend to disagree | 28.5 | 28.4 | 25.6 | 30.6 | 27.1 | 32.9 | | 31.3 |
| | (27.4,29.5) | (27.4,29.5) | (24.3,26.9) | (27.7,33.6) | (25.9,28.3) | (30.2,35.7) | | (24.4,39.1) |
| Disagree | 25.2 | 25.1 | 23.2 | 25.2 | 26.9 | 28.0 | | 27.5 |
| | (24.2,26.1) | (24.2,26.1) | (22.2,24.2) | (22.7,28.0) | (25.2,28.5) | (25.5,30.6) | | (15.5,44.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

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**Table 54d.2**
*Agreement That Member Finds It Difficult to Balance Work and Personal Responsibilities: By Paygrade and Gender*

54d. Please indicate whether you agree or disagree with the following statements. I find it very difficult to balance my work and my personal responsibilities[©]

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | **Enlisted** | | **Officers** | | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | | **Male** | **Female** |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 611 | 290 | 36 | 24 | | 871 | 87 |
| Responding on Item | 46,043 | 28,739 | 5,682 | 5,403 | | 73,110 | 12,658 |
| Agree | 11.3 | 8.8 | 10.3 | 9.5 | | 10.3 | 10.2 |
| | *(10.3,12.5)* | *(7.9,9.8)* | *(8.3,12.7)* | *(7.7,11.7)* | | *(9.6,11.2)* | *(9.0,11.5)* |
| Tend to agree | 18.5 | 17.1 | 17.8 | 18.4 | | 18.2 | 16.1 |
| | *(17.4,19.7)* | *(16.1,18.2)* | *(15.6,20.2)* | *(16.2,20.8)* | | *(17.5,19.0)* | *(14.6,17.8)* |
| ? | 21.7 | 14.6 | 11.9 | 12.9 | | 18.6 | 15.5 |
| | *(20.5,23.1)* | *(13.5,15.7)* | *(10.4,13.5)* | *(8.8,18.5)* | | *(17.7,19.5)* | *(13.5,17.7)* |
| Tend to disagree | 24.7 | 31.9 | 34.5 | 35.9 | | 28.6 | 27.7 |
| | *(23.3,26.1)* | *(29.9,34.0)* | *(31.4,37.7)* | *(33.0,38.9)* | | *(27.4,29.7)* | *(25.4,30.0)* |
| Disagree | 23.8 | 27.7 | 25.6 | 23.3 | | 24.3 | 30.6 |
| | *(22.6,24.9)* | *(25.8,29.6)* | *(23.2,28.2)* | *(19.5,27.6)* | | *(23.3,25.2)* | *(28.1,33.2)* |

**Table 54d.3**
*Agreement That Member Finds It Difficult to Balance Work and Personal Responsibilities:  By Retirement/Separation*

54d.  Please indicate whether you agree or disagree with the following statements.  I find it very difficult to balance my work and my personal responsibilities©

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 53 | 171 | 40 | 373 | 50 | 273 |
| Responding on Item | 3,834 | 17,799 | 4,506 | 23,260 | 6,386 | 29,918 |
| Agree | 7.3 | 13.0 | 8.3 | 10.3 | 6.9 | 10.0 |
| | *(5.4,9.9)* | *(11.5,14.8)* | *(6.1,11.3)* | *(9.2,11.7)* | *(5.7,8.5)* | *(8.5,11.8)* |
| Tend to agree | 15.2 | 18.1 | 14.5 | 17.0 | 18.3 | 19.4 |
| | *(12.8,17.8)* | *(16.4,19.9)* | *(11.6,18.1)* | *(15.8,18.3)* | *(15.9,21.0)* | *(18.0,20.9)* |
| ? | 13.4 | 17.8 | 10.4 | 21.5 | 12.4 | 18.6 |
| | *(10.6,16.9)* | *(15.7,20.1)* | *(8.6,12.4)* | *(19.6,23.6)* | *(10.1,15.2)* | *(17.3,19.9)* |
| Tend to disagree | 33.3 | 25.2 | 34.2 | 26.7 | 37.3 | 28.4 |
| | *(29.4,37.5)* | *(23.3,27.3)* | *(30.5,38.1)* | *(24.8,28.6)* | *(31.7,43.3)* | *(27.3,29.6)* |
| Disagree | 30.7 | 25.8 | 32.6 | 24.5 | 25.0 | 23.5 |
| | *(25.3,36.7)* | *(23.4,28.5)* | *(28.3,37.2)* | *(22.0,27.0)* | *(21.5,28.8)* | *(22.2,24.8)* |

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**Table 54e.1**
*Agreement That Frequent Change of Priorities or Work Objectives Makes It Difficult to Get Work Done: By Service*

54e. Please indicate whether you agree or disagree with the following statements. Priorities or work objectives are changed so frequently, I have trouble getting my work done[©]

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,140 | 1,140 | 514 | 281 | 142 | 204 | 0 |
| Responding on Item | 85,738 | 84,852 | 36,848 | 19,151 | 11,296 | 17,556 | 886 |
| Agree | 20.0 | 20.0 | 22.6 | 19.6 | 17.2 | 16.8 | 16.0 |
| | (18.8,21.3) | (18.8,21.3) | (20.2,25.2) | (17.4,22.0) | (15.2,19.4) | (15.4,18.4) | (10.3,24.1) |
| Tend to agree | 23.4 | 23.4 | 24.0 | 24.0 | 21.0 | 23.2 | 23.5 |
| | (22.7,24.2) | (22.7,24.2) | (22.8,25.3) | (23.1,25.0) | (19.0,23.2) | (21.8,24.6) | (20.6,26.6) |
| ? | 15.6 | 15.6 | 16.8 | 14.4 | 15.2 | 14.8 | 8.6 |
| | (14.9,16.3) | (15.0,16.4) | (15.7,18.0) | (12.9,16.0) | (14.0,16.5) | (13.7,16.0) | (6.3,11.7) |
| Tend to disagree | 22.8 | 22.7 | 19.4 | 25.0 | 25.1 | 25.6 | 33.3 |
| | (22.1,23.5) | (22.0,23.4) | (18.4,20.4) | (23.4,26.7) | (23.1,27.2) | (23.9,27.3) | (27.2,40.1) |
| Disagree | 18.2 | 18.2 | 17.1 | 17.0 | 21.5 | 19.6 | 18.5 |
| | (17.5,18.9) | (17.5,18.9) | (16.3,18.0) | (15.3,18.7) | (19.9,23.2) | (17.7,21.7) | (12.0,27.4) |

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**Table 54e.2**
*Agreement That Frequent Change of Priorities or Work Objectives Makes It Difficult to Get Work Done: By Paygrade and Gender*

54e. Please indicate whether you agree or disagree with the following statements. Priorities or work objectives are changed so frequently, I have trouble getting my work done©

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 728 | 330 | 37 | 45 | 957 | 173 |
| Responding on Item | 45,926 | 28,699 | 5,681 | 5,382 | 73,024 | 12,572 |
| Agree | 21.1 | 20.1 | 19.5 | 10.7 | 20.9 | 15.0 |
| | *(18.9,23.5)* | *(19.2,21.1)* | *(17.4,21.7)* | *(9.0,12.6)* | *(19.5,22.3)* | *(13.2,16.9)* |
| Tend to agree | 21.8 | 25.5 | 25.3 | 24.1 | 24.1 | 19.7 |
| | *(20.6,23.1)* | *(24.7,26.4)* | *(23.5,27.2)* | *(21.9,26.5)* | *(23.3,24.9)* | *(17.9,21.6)* |
| ? | 18.2 | 13.0 | 11.3 | 11.8 | 15.7 | 14.9 |
| | *(17.0,19.4)* | *(12.2,13.7)* | *(9.3,13.8)* | *(9.6,14.5)* | *(14.9,16.5)* | *(13.3,16.6)* |
| Tend to disagree | 19.9 | 23.9 | 29.2 | 34.7 | 22.6 | 23.5 |
| | *(19.0,20.9)* | *(22.7,25.1)* | *(26.1,32.5)* | *(31.4,38.2)* | *(21.9,23.4)* | *(21.3,25.9)* |
| Disagree | 18.9 | 17.5 | 14.7 | 18.7 | 16.7 | 27.0 |
| | *(17.9,20.0)* | *(16.3,18.9)* | *(12.7,16.9)* | *(16.8,20.7)* | *(16.0,17.5)* | *(25.2,28.9)* |

**Table 54e.3**

*Agreement That Frequent Change of Priorities or Work Objectives Makes It Difficult to Get Work Done:  By Retirement/Separation*

54e.  Please indicate whether you agree or disagree with the following statements. Priorities or work objectives are changed so frequently, I have trouble getting my work done[©]

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 54 | 130 | 68 | 548 | 100 | 240 |
| Responding on Item | 3,833 | 17,840 | 4,478 | 23,085 | 6,336 | 29,951 |
| Agree | 14.6 | 25.0 | 15.1 | 18.0 | 15.4 | 21.0 |
| | *(12.0,17.7)* | *(22.0,28.3)* | *(12.0,19.0)* | *(15.8,20.4)* | *(13.2,18.0)* | *(19.5,22.6)* |
| Tend to agree | 26.9 | 22.3 | 24.8 | 22.2 | 25.9 | 23.9 |
| | *(23.3,30.9)* | *(19.9,24.9)* | *(21.2,28.7)* | *(20.5,24.0)* | *(22.2,29.8)* | *(22.7,25.1)* |
| ? | 10.3 | 15.9 | 11.2 | 17.9 | 14.8 | 15.0 |
| | *(8.0,13.1)* | *(13.8,18.2)* | *(8.1,15.2)* | *(16.5,19.4)* | *(12.8,17.1)* | *(13.8,16.3)* |
| Tend to disagree | 31.3 | 19.6 | 28.1 | 22.5 | 24.8 | 22.8 |
| | *(26.3,36.7)* | *(18.1,21.1)* | *(25.2,31.1)* | *(20.8,24.2)* | *(20.9,29.2)* | *(21.4,24.2)* |
| Disagree | 16.9 | 17.3 | 20.8 | 19.5 | 19.0 | 17.3 |
| | *(14.2,20.1)* | *(15.5,19.2)* | *(16.9,25.3)* | *(17.9,21.1)* | *(16.5,21.9)* | *(16.3,18.4)* |

**Table 54f.1**
*Agreement That Supervisor Encourages People to Learn From Mistakes: By Service*

54f. Please indicate whether you agree or disagree with the following statements. My supervisor encourages people to learn from mistakes[©]

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,226 | 1,215 | 692 | 226 | 121 | 177 | | 11 |
| Responding on Item | 85,652 | 84,777 | 36,670 | 19,206 | 11,317 | 17,583 | | 875 |
| Agree | 21.9 | 21.9 | 19.4 | 21.9 | 29.2 | 22.2 | | 22.5 |
| | (20.9,22.9) | (20.8,22.9) | (18.2,20.7) | (19.1,24.9) | (27.2,31.3) | (19.9,24.7) | | (17.0,29.1) |
| Tend to agree | 34.2 | 34.2 | 32.9 | 33.8 | 34.8 | 37.1 | | 36.3 |
| | (33.4,35.1) | (33.3,35.1) | (31.9,33.9) | (31.8,35.8) | (32.4,37.3) | (34.7,39.5) | | (27.7,45.8) |
| ? | 18.7 | 18.7 | 19.5 | 19.4 | 16.7 | 17.7 | | 12.5 |
| | (17.9,19.5) | (18.0,19.5) | (18.4,20.8) | (18.1,20.7) | (15.4,18.0) | (15.6,20.0) | | (8.8,17.5) |
| Tend to disagree | 12.6 | 12.6 | 13.0 | 13.7 | 9.5 | 12.4 | | 15.0 |
| | (11.9,13.3) | (11.9,13.3) | (12.2,13.9) | (12.0,15.5) | (8.6,10.4) | (10.4,14.6) | | (14.3,15.8) |
| Disagree | 12.6 | 12.6 | 15.1 | 11.3 | 9.9 | 10.6 | | 13.8* |
| | (11.9,13.5) | (11.8,13.5) | (13.8,16.6) | (9.8,13.0) | (8.7,11.1) | (9.2,12.3) | | (5.8,29.2) |

* Low precision and/or unweighted denominator size between 30 and 59.
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**Table 54f.2**

*Agreement That Supervisor Encourages People to Learn From Mistakes:  By Paygrade and Gender*

54f.  Please indicate whether you agree or disagree with the following statements.  My supervisor encourages people to learn from mistakes©

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 836 | 336 | 26 | 32 | 1,064 | 161 |
| Responding on Item | 45,818 | 28,693 | 5,692 | 5,395 | 72,917 | 12,584 |
| Agree | 20.7 | 23.9 | 23.7 | 19.4 | 22.5 | 18.2 |
| | *(19.6,21.8)* | *(21.6,26.3)* | *(20.4,27.3)* | *(16.5,22.7)* | *(21.4,23.7)* | *(16.6,20.1)* |
| Tend to agree | 32.2 | 35.8 | 39.3 | 37.2 | 34.9 | 30.2 |
| | *(31.2,33.3)* | *(34.3,37.4)* | *(34.9,43.9)* | *(34.6,39.9)* | *(34.0,35.8)* | *(27.8,32.6)* |
| ? | 19.7 | 17.8 | 14.1 | 19.1 | 18.3 | 21.1 |
| | *(18.7,20.8)* | *(16.6,19.1)* | *(12.2,16.2)* | *(15.4,23.4)* | *(17.4,19.1)* | *(19.4,22.9)* |
| Tend to disagree | 12.6 | 12.3 | 11.7 | 15.0 | 12.5 | 13.1 |
| | *(11.7,13.5)* | *(11.2,13.5)* | *(9.9,13.8)* | *(12.3,18.1)* | *(11.8,13.3)* | *(11.3,15.0)* |
| Disagree | 14.8 | 10.2 | 11.2 | 9.3 | 11.8 | 17.4 |
| | *(13.5,16.1)* | *(9.2,11.3)* | *(9.5,13.3)* | *(7.9,10.8)* | *(11.0,12.7)* | *(15.8,19.1)* |

**Table 54f.3**

*Agreement That Supervisor Encourages People to Learn From Mistakes:  By Retirement/Separation*

54f.  Please indicate whether you agree or disagree with the following statements.  My supervisor encourages people to learn from mistakes[©]

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 64 | 208 | 55 | 485 | 74 | 342 |
| Responding on Item | 3,823 | 17,762 | 4,491 | 23,148 | 6,362 | 29,849 |
| Agree | 23.0 | 20.2 | 20.9 | 22.3 | 21.6 | 22.5 |
| | *(19.7,26.6)* | *(18.5,22.0)* | *(17.9,24.2)* | *(20.5,24.4)* | *(16.3,28.0)* | *(20.8,24.3)* |
| Tend to agree | 39.0 | 30.9 | 36.8 | 32.9 | 35.6 | 35.9 |
| | *(35.2,42.9)* | *(29.2,32.8)* | *(32.8,41.0)* | *(31.1,34.8)* | *(31.2,40.2)* | *(34.3,37.6)* |
| ? | 14.4 | 17.7 | 19.0 | 20.5 | 20.7 | 17.9 |
| | *(11.4,18.1)* | *(15.2,20.5)* | *(14.8,24.1)* | *(18.5,22.6)* | *(17.1,24.8)* | *(16.7,19.2)* |
| Tend to disagree | 12.4 | 12.7 | 12.7 | 12.1 | 13.6 | 12.7 |
| | *(10.3,14.9)* | *(11.2,14.4)* | *(9.0,17.8)* | *(10.9,13.5)* | *(11.0,16.7)* | *(11.6,13.8)* |
| Disagree | 11.2 | 18.4 | 10.6 | 12.2 | 8.6 | 11.0 |
| | *(8.6,14.5)* | *(16.7,20.3)* | *(8.0,13.9)* | *(10.8,13.6)* | *(6.2,11.8)* | *(9.8,12.3)* |

**Table 54g.1**
*Agreement That Supervisor Has Sufficient Authority: By Service*

54g. Please indicate whether you agree or disagree with the following statements. My supervisor has sufficient authority[©]

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,223 | 1,201 | 690 | 206 | 99 | 206 | | 22 |
| Responding on Item | 85,655 | 84,791 | 36,672 | 19,226 | 11,339 | 17,554 | | 864 |
| Agree | 23.0 | 23.0 | 20.0 | 24.0 | 32.3 | 22.2 | | 24.1 |
| | (22.0,24.1) | (22.0,24.1) | (18.6,21.5) | (22.0,26.1) | (29.9,34.7) | (19.4,25.2) | | (15.1,36.1) |
| Tend to agree | 33.8 | 33.8 | 31.3 | 36.0 | 34.7 | 35.7 | | 35.4 |
| | (32.8,34.8) | (32.8,34.8) | (30.1,32.5) | (33.5,38.7) | (32.7,36.8) | (33.2,38.4) | | (32.8,38.1) |
| ? | 16.5 | 16.5 | 18.8 | 13.9 | 14.8 | 15.8 | | 12.7* |
| | (15.5,17.6) | (15.5,17.6) | (16.9,20.9) | (12.4,15.5) | (13.2,16.6) | (13.5,18.3) | | (5.3,27.4) |
| Tend to disagree | 13.8 | 13.8 | 14.6 | 14.0 | 10.2 | 14.2 | | 16.5 |
| | (13.2,14.5) | (13.2,14.4) | (13.9,15.4) | (12.7,15.4) | (9.1,11.4) | (12.1,16.5) | | (13.1,20.5) |
| Disagree | 12.9 | 12.9 | 15.2 | 12.1 | 8.0 | 12.1 | | 11.4 |
| | (12.2,13.6) | (12.2,13.6) | (14.2,16.3) | (11.0,13.3) | (6.9,9.3) | (10.2,14.3) | | (6.3,19.7) |

* Low precision and/or unweighted denominator size between 30 and 59.
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**Table 54g.2**
*Agreement That Supervisor Has Sufficient Authority: By Paygrade and Gender*

54g. Please indicate whether you agree or disagree with the following statements. My supervisor has sufficient authority©

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 860 | 325 | 14 | 27 | 1,049 | 173 |
| Responding on Item | 45,794 | 28,704 | 5,704 | 5,400 | 72,932 | 12,572 |
| Agree | 21.1 | 24.5 | 26.3 | 27.8 | 23.6 | 19.7 |
| | *(19.8,22.5)* | *(22.6,26.5)* | *(23.0,29.8)* | *(24.4,31.4)* | *(22.4,24.8)* | *(18.1,21.4)* |
| Tend to agree | 30.2 | 35.8 | 40.7 | 45.5 | 34.1 | 31.7 |
| | *(29.1,31.4)* | *(34.0,37.7)* | *(36.0,45.6)* | *(40.4,50.7)* | *(33.1,35.2)* | *(29.4,34.0)* |
| ? | 20.0 | 13.8 | 9.8 | 8.0 | 16.2 | 18.3 |
| | *(18.3,21.9)* | *(12.7,15.0)* | *(7.9,12.2)* | *(5.3,11.9)* | *(15.1,17.4)* | *(16.3,20.6)* |
| Tend to disagree | 13.5 | 14.8 | 13.8 | 10.8 | 13.9 | 13.6 |
| | *(12.7,14.4)* | *(13.7,15.9)* | *(11.4,16.6)* | *(9.2,12.6)* | *(13.1,14.6)* | *(12.1,15.3)* |
| Disagree | 15.1 | 11.0 | 9.4 | 7.9 | 12.2 | 16.7 |
| | *(14.0,16.2)* | *(10.0,12.2)* | *(7.6,11.7)* | *(6.0,10.3)* | *(11.5,13.0)* | *(15.2,18.5)* |

**Table 54g.3**
*Agreement That Supervisor Has Sufficient Authority:  By Retirement/Separation*

54g.  Please indicate whether you agree or disagree with the following statements.  My supervisor has sufficient authority©

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 66 | 191 | 38 | 502 | 62 | 366 |
| Responding on Item | 3,821 | 17,779 | 4,508 | 23,131 | 6,374 | 29,825 |
| Agree | 26.5 | 19.6 | 27.8 | 22.9 | 29.2 | 22.6 |
| | (23.6,29.6) | (18.1,21.1) | (23.7,32.4) | (20.8,25.0) | (25.6,33.1) | (20.9,24.5) |
| Tend to agree | 41.6 | 29.7 | 39.8 | 32.5 | 38.8 | 34.3 |
| | (37.8,45.5) | (27.3,32.2) | (35.7,44.0) | (30.6,34.3) | (34.9,42.9) | (32.0,36.6) |
| ? | 10.4 | 16.3 | 13.5 | 18.2 | 12.6 | 17.3 |
| | (8.0,13.3) | (13.2,20.0) | (10.0,17.9) | (16.8,19.8) | (10.0,15.7) | (15.9,18.8) |
| Tend to disagree | 13.2 | 15.5 | 9.5 | 14.0 | 10.9 | 14.0 |
| | (9.2,18.6) | (14.1,17.0) | (6.8,13.2) | (12.8,15.3) | (8.8,13.5) | (13.0,15.1) |
| Disagree | 8.4 | 18.9 | 9.4 | 12.5 | 8.4 | 11.7 |
| | (5.7,12.1) | (16.7,21.3) | (6.8,12.9) | (11.1,14.0) | (6.1,11.5) | (10.7,12.8) |

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**Table 54h.1**
*Agreement That Core Values of Member's Service Are Clear:  By Service*

54h.  Please indicate whether you agree or disagree with the following statements.  I believe my Service's core values are clear©

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 927 | 927 | 478 | 151 | 135 | 163 | 0 |
| Responding on Item | 85,951 | 85,065 | 36,884 | 19,281 | 11,303 | 17,597 | 886 |
| Agree | 29.4 | 29.4 | 22.6 | 30.6 | 42.8 | 33.5 | 37.0 |
| | (28.5,30.4) | (28.4,30.3) | (21.5,23.7) | (28.6,32.8) | (39.6,46.1) | (31.2,35.9) | (36.1,37.9) |
| Tend to agree | 32.2 | 32.1 | 30.3 | 33.9 | 29.4 | 35.6 | 40.7 |
| | (31.2,33.3) | (31.1,33.2) | (28.7,32.0) | (32.1,35.8) | (26.8,32.2) | (33.1,38.3) | (28.6,54.1) |
| ? | 17.8 | 18.0 | 22.9 | 15.4 | 13.5 | 13.3 | 3.7* |
| | (16.8,19.0) | (16.9,19.1) | (20.7,25.3) | (13.9,17.0) | (12.2,14.9) | (11.8,15.1) | (1.9,7.2) |
| Tend to disagree | 10.0 | 10.0 | 11.5 | 9.8 | 7.1 | 9.1 | 11.1* |
| | (9.5,10.6) | (9.5,10.6) | (10.7,12.3) | (8.7,11.0) | (6.4,7.9) | (7.7,10.7) | (5.8,20.1) |
| Disagree | 10.5 | 10.5 | 12.7 | 10.2 | 7.1 | 8.4 | 7.4* |
| | (9.7,11.3) | (9.7,11.3) | (11.8,13.6) | (8.5,12.3) | (6.1,8.3) | (6.3,11.1) | (2.1,22.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

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**Table 54h.2**
*Agreement That Core Values of Member's Service Are Clear: By Paygrade and Gender*

54h. Please indicate whether you agree or disagree with the following statements. I believe my Service's core values are clear[©]

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 631 | 253 | 14 | 32 | 791 | 135 |
| Responding on Item | 46,023 | 28,776 | 5,704 | 5,395 | 73,190 | 12,610 |
| Agree | 24.2 | 34.5 | 36.6 | 39.0 | 29.3 | 30.4 |
| | *(23.0,25.5)* | *(33.1,35.9)* | *(32.2,41.3)* | *(36.1,41.9)* | *(28.3,30.3)* | *(28.0,32.9)* |
| Tend to agree | 29.0 | 35.6 | 35.8 | 37.4 | 32.4 | 31.2 |
| | *(27.5,30.6)* | *(34.1,37.2)* | *(31.7,40.3)* | *(33.4,41.7)* | *(31.2,33.6)* | *(29.3,33.3)* |
| ? | 23.0 | 13.2 | 9.1 | 7.9 | 18.1 | 16.5 |
| | *(21.1,25.0)* | *(12.3,14.2)* | *(7.4,11.3)* | *(5.6,11.1)* | *(16.8,19.4)* | *(14.5,18.7)* |
| Tend to disagree | 11.0 | 8.6 | 10.3 | 8.8 | 9.9 | 10.6 |
| | *(10.2,11.9)* | *(8.0,9.2)* | *(8.8,12.0)* | *(7.3,10.6)* | *(9.4,10.5)* | *(9.3,12.1)* |
| Disagree | 12.7 | 8.1 | 8.0 | 6.8 | 10.3 | 11.3 |
| | *(11.6,13.8)* | *(6.9,9.5)* | *(6.5,10.0)* | *(4.6,10.1)* | *(9.5,11.1)* | *(9.6,13.3)* |

**Table 54h.3**

*Agreement That Core Values of Member's Service Are Clear:  By Retirement/Separation*

54h.  Please indicate whether you agree or disagree with the following statements.  I believe my Service's core values are clear[©]

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 56 | 104 | 35 | 417 | 39 | 277 |
| Responding on Item | 3,831 | 17,866 | 4,511 | 23,216 | 6,397 | 29,914 |
| Agree | 39.4 | 31.2 | 42.2 | 25.0 | 38.1 | 26.8 |
| | (34.7,44.4) | (28.6,33.9) | (39.4,45.0) | (23.1,27.0) | (34.1,42.2) | (24.7,29.0) |
| Tend to agree | 34.9 | 25.6 | 34.8 | 32.6 | 37.6 | 33.9 |
| | (30.7,39.4) | (23.4,28.0) | (31.6,38.2) | (30.8,34.5) | (33.1,42.4) | (32.4,35.5) |
| ? | 10.4 | 17.5 | 10.1 | 21.7 | 8.7 | 19.2 |
| | (7.3,14.5) | (15.5,19.7) | (7.8,13.0) | (20.0,23.4) | (6.6,11.4) | (17.3,21.2) |
| Tend to disagree | 6.9 | 10.9 | 7.5 | 10.7 | 8.1 | 10.2 |
| | (5.3,9.0) | (9.6,12.3) | (6.1,9.2) | (9.7,11.8) | (6.5,10.1) | (9.3,11.2) |
| Disagree | 8.4 | 14.8 | 5.3 | 10.0 | 7.5 | 9.9 |
| | (6.2,11.3) | (13.0,17.0) | (4.0,7.1) | (9.2,10.8) | (4.2,13.1) | (8.9,11.0) |

**Table 54i.1**
*Agreement That Leadership Generally Understands Problems Faced on the Job: By Service*

54i. Please indicate whether you agree or disagree with the following statements. Leadership generally understands the problems we face on our jobs©

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 919 | 919 | 407 | 180 | 128 | 204 | 0 |
| Responding on Item | 85,959 | 85,073 | 36,955 | 19,252 | 11,310 | 17,556 | 886 |
| Agree | 12.3 | 12.2 | 11.6 | 11.8 | 18.2 | 10.2 | 23.5 |
| | (11.8,12.9) | (11.7,12.8) | (11.1,12.1) | (10.7,13.2) | (16.4,20.1) | (8.5,12.1) | (20.6,26.6) |
| Tend to agree | 22.1 | 22.2 | 20.0 | 24.8 | 26.2 | 21.1 | 16.0 |
| | (21.3,23.0) | (21.3,23.0) | (18.7,21.3) | (23.1,26.7) | (24.1,28.5) | (19.3,23.1) | (9.8,25.2) |
| ? | 14.9 | 14.9 | 16.6 | 14.2 | 15.9 | 11.6 | 11.1* |
| | (13.8,16.0) | (13.8,16.1) | (14.4,19.0) | (12.9,15.5) | (13.9,18.3) | (10.1,13.2) | (5.8,20.1) |
| Tend to disagree | 21.9 | 21.9 | 21.9 | 21.4 | 19.9 | 23.9 | 22.2 |
| | (21.2,22.7) | (21.1,22.7) | (21.0,22.9) | (19.7,23.1) | (17.9,22.1) | (21.5,26.4) | (21.7,22.8) |
| Disagree | 28.7 | 28.8 | 29.9 | 27.8 | 19.7 | 33.3 | 27.2 |
| | (28.0,29.5) | (28.0,29.5) | (28.8,31.0) | (26.3,29.3) | (17.8,21.8) | (31.4,35.2) | (23.2,31.6) |

* Low precision and/or unweighted denominator size between 30 and 59.
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**Table 54i.2**

*Agreement That Leadership Generally Understands Problems Faced on the Job: By Paygrade and Gender*

54i. Please indicate whether you agree or disagree with the following statements. Leadership generally understands the problems we face on our jobs[©]

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 550 | 279 | 27 | 67 | | 783 | 135 |
| Responding on Item | 46,104 | 28,750 | 5,691 | 5,360 | | 73,198 | 12,610 |
| Agree | 12.3 | 13.2 | 9.1 | 11.4 | | 12.6 | 10.7 |
| | *(11.6,13.1)* | *(12.2,14.3)* | *(7.3,11.3)* | *(9.4,13.8)* | | *(12.1,13.3)* | *(9.1,12.5)* |
| Tend to agree | 19.0 | 24.6 | 25.8 | 31.5 | | 22.7 | 18.9 |
| | *(17.8,20.3)* | *(23.3,26.0)* | *(22.7,29.0)* | *(29.2,33.9)* | | *(21.7,23.6)* | *(17.1,20.8)* |
| ? | 17.0 | 12.7 | 11.8 | 11.7 | | 15.2 | 12.8 |
| | *(15.1,19.1)* | *(11.7,13.7)* | *(9.8,14.2)* | *(10.0,13.6)* | | *(14.0,16.5)* | *(10.8,15.0)* |
| Tend to disagree | 21.2 | 22.5 | 25.5 | 20.7 | | 21.4 | 24.8 |
| | *(19.9,22.5)* | *(21.6,23.5)* | *(22.9,28.3)* | *(17.8,24.0)* | | *(20.6,22.3)* | *(22.7,27.1)* |
| Disagree | 30.5 | 27.0 | 27.8 | 24.7 | | 28.1 | 32.8 |
| | *(29.3,31.6)* | *(25.8,28.1)* | *(25.8,30.0)* | *(21.2,28.7)* | | *(27.3,28.9)* | *(30.6,35.1)* |

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**Table 54i.3**
*Agreement That Leadership Generally Understands Problems Faced on the Job: By Retirement/Separation*

54i. Please indicate whether you agree or disagree with the following statements. Leadership generally understands the problems we face on our jobs[©]

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 57 | 123 | 35 | 355 | 112 | 234 |
| Responding on Item | 3,830 | 17,847 | 4,511 | 23,278 | 6,324 | 29,957 |
| Agree | 16.7 | 10.0 | 14.0 | 14.1 | 12.6 | 11.5 |
| | *(14.1,19.7)* | *(8.9,11.3)* | *(11.0,17.5)* | *(12.7,15.6)* | *(10.7,14.7)* | *(10.3,12.9)* |
| Tend to agree | 29.2 | 16.4 | 29.5 | 22.6 | 28.0 | 21.7 |
| | *(24.9,34.0)* | *(14.7,18.3)* | *(26.3,32.9)* | *(20.7,24.6)* | *(24.8,31.5)* | *(20.4,23.1)* |
| ? | 10.9 | 13.7 | 11.7 | 17.5 | 13.0 | 14.9 |
| | *(9.5,12.4)* | *(11.0,16.8)* | *(9.0,15.0)* | *(15.9,19.3)* | *(10.8,15.5)* | *(13.8,16.1)* |
| Tend to disagree | 16.1 | 21.0 | 20.3 | 21.7 | 22.1 | 23.7 |
| | *(13.2,19.4)* | *(19.4,22.7)* | *(15.9,25.5)* | *(20.3,23.3)* | *(20.4,23.8)* | *(22.0,25.4)* |
| Disagree | 27.1 | 38.8 | 24.5 | 24.0 | 24.4 | 28.2 |
| | *(22.9,31.7)* | *(35.8,41.9)* | *(20.1,29.6)* | *(22.5,25.6)* | *(21.6,27.5)* | *(26.3,30.1)* |

**Table 55.1**
*Paygrade of Immediate Supervisor: By Service*

55. What was the paygrade of your immediate supervisor?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,017 | 1,017 | 474 | 216 | 188 | 139 | 0 |
| Responding on Item | 85,861 | 84,975 | 36,888 | 19,216 | 11,250 | 17,621 | 886 |
| E4 or below | 2.7 | 2.7 | 3.3 | 2.4* | 3.8 | 1.0 | 2.5 |
| | (2.1,3.4) | (2.1,3.4) | (2.5,4.4) | (1.1,5.1) | (3.1,4.7) | (0.8,1.3) | (2.4,2.5) |
| E5 | 22.8 | 22.9 | 29.0 | 11.9 | 18.5 | 25.0 | 7.4* |
| | (21.6,24.0) | (21.7,24.2) | (26.7,31.4) | (11.0,12.9) | (16.7,20.5) | (22.3,27.9) | (3.9,13.5) |
| E6 | 29.4 | 29.4 | 27.8 | 42.3 | 30.7 | 17.9 | 27.2 |
| | (28.4,30.3) | (28.4,30.4) | (26.0,29.6) | (40.6,43.9) | (28.6,32.9) | (16.0,19.9) | (18.1,38.6) |
| E7 | 14.2 | 14.3 | 16.9 | 11.4 | 17.5 | 9.7 | 12.3 |
| | (13.6,14.9) | (13.6,14.9) | (16.1,17.7) | (9.8,13.4) | (16.1,19.1) | (8.1,11.6) | (12.0,12.7) |
| E8 | 4.6 | 4.6 | 3.8 | 3.7 | 6.9 | 5.7 | 2.5 |
| | (4.1,5.2) | (4.1,5.2) | (3.4,4.4) | (3.1,4.5) | (5.8,8.1) | (3.8,8.3) | (2.4,2.5) |
| E9 | 1.9 | 1.9 | 1.4 | 2.5 | 1.6 | 2.6 | 1.2* |
| | (1.7,2.2) | (1.7,2.2) | (1.2,1.7) | (2.2,2.9) | (1.1,2.2) | (1.9,3.6) | (0.2,6.9) |
| W1 to W5 | 1.0 | 1.0 | 1.1 | 0.8* | 2.6 | 0.1* | 3.7* |
| | (0.9,1.2) | (0.9,1.2) | (0.9,1.3) | (0.4,1.6) | (2.1,3.3) | (0.0,0.5) | (2.0,6.8) |
| O1 to O3 | 5.3 | 5.2 | 4.5 | 5.8 | 6.3 | 5.4 | 16.0 |
| | (4.9,5.8) | (4.8,5.7) | (4.1,4.9) | (4.8,7.1) | (5.1,7.7) | (4.0,7.3) | (13.4,19.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 55.1 (continued)**
*Paygrade of Immediate Supervisor: By Service*

55. What was the paygrade of your immediate supervisor?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,017 | 1,017 | 474 | 216 | 188 | 139 | 0 |
| Responding on Item | 85,861 | 84,975 | 36,888 | 19,216 | 11,250 | 17,621 | 886 |
| O4 and above | 15.3 | 15.3 | 10.5 | 17.2 | 10.9 | 25.9 | 17.3 |
| | *(14.8,15.8)* | *(14.8,15.8)* | *(10.1,11.0)* | *(16.2,18.1)* | *(10.1,11.7)* | *(24.0,28.0)* | *(13.3,22.2)* |
| Civilian GS1 to GS11 | 0.9 | 0.8 | 0.4 | 1.2 | 0.6 | 1.5 | 3.7* |
| | *(0.7,1.1)* | *(0.6,1.1)* | *(0.3,0.5)* | *(0.7,2.0)* | *(0.4,1.0)* | *(1.0,2.3)* | *(2.0,6.8)* |
| Civilian GS12 and above | 1.9 | 1.9 | 1.3 | 0.8 | 0.6 | 5.1 | 6.2 |
| | *(1.7,2.2)* | *(1.6,2.2)* | *(1.2,1.5)* | *(0.6,1.1)* | *(0.4,1.0)* | *(4.0,6.5)* | *(4.3,8.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 55.2**
*Paygrade of Immediate Supervisor:  By Paygrade and Gender*

55.  What was the paygrade of your immediate supervisor?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 646 | 314 | 31 | 30 | 866 | 145 |
| Responding on Item | 46,008 | 28,715 | 5,687 | 5,397 | 73,115 | 12,600 |
| E4 or below | 5.0 | 0.0* | 0.0* | 0.0* | 2.7 | 2.8 |
| | (4.0,6.2) | (0.0,0.2) | (0.0,0.3) | (0.0,0.3) | (2.0,3.5) | (2.2,3.6) |
| E5 | 40.4 | 3.3 | 0.0 | 0.2* | 22.4 | 25.0 |
| | (38.2,42.5) | (2.7,4.1) | (N/A,N/A) | (0.1,1.0) | (21.0,23.8) | (22.9,27.3) |
| E6 | 35.4 | 31.0 | 0.0 | 0.0 | 29.8 | 26.7 |
| | (33.7,37.1) | (29.9,32.2) | (N/A,N/A) | (N/A,N/A) | (28.7,30.9) | (24.2,29.3) |
| E7 | 12.5 | 22.5 | 0.0 | 0.0 | 14.4 | 13.5 |
| | (11.7,13.3) | (21.0,24.1) | (N/A,N/A) | (N/A,N/A) | (13.7,15.2) | (12.2,14.9) |
| E8 | 2.4 | 9.8 | 0.0 | 0.0 | 4.7 | 3.8 |
| | (2.0,2.8) | (8.4,11.5) | (N/A,N/A) | (N/A,N/A) | (4.1,5.4) | (3.1,4.7) |
| E9 | 0.6 | 4.8 | 0.0 | 0.0 | 1.9 | 2.3 |
| | (0.4,0.8) | (4.2,5.4) | (N/A,N/A) | (N/A,N/A) | (1.6,2.1) | (1.6,3.3) |
| W1 to W5 | 0.7 | 1.9 | 0.2* | 0.3* | 1.1 | 0.7 |
| | (0.5,1.0) | (1.6,2.3) | (0.1,0.5) | (0.2,0.6) | (0.9,1.3) | (0.4,1.1) |
| O1 to O3 | 1.5 | 10.2 | 13.6 | 3.0 | 5.3 | 5.3 |
| | (1.2,1.9) | (9.0,11.6) | (12.1,15.2) | (1.9,4.7) | (4.8,5.9) | (4.3,6.4) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 55.2 (continued)**
*Paygrade of Immediate Supervisor: By Paygrade and Gender*

55. What was the paygrade of your immediate supervisor?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 646 | 314 | 31 | 30 | 866 | 145 |
| Responding on Item | 46,008 | 28,715 | 5,687 | 5,397 | 73,115 | 12,600 |
| O4 and above | 0.9 | 11.8 | 81.0 | 87.8 | 15.2 | 16.0 |
| | (0.6,1.2) | (10.7,13.0) | (79.0,82.8) | (85.8,89.6) | (14.7,15.7) | (14.4,17.8) |
| Civilian GS1 to GS11 | 0.5 | 1.6 | 0.4* | 0.1* | 0.7 | 1.7 |
| | (0.4,0.8) | (1.2,2.2) | (0.1,1.0) | (0.0,0.3) | (0.6,0.9) | (1.0,2.9) |
| Civilian GS12 and above | 0.2 | 3.0 | 4.8 | 8.5 | 1.9 | 2.1 |
| | (0.1,0.3) | (2.3,3.8) | (3.9,5.9) | (7.3,9.8) | (1.7,2.2) | (1.5,3.0) |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 55.3**
*Paygrade of Immediate Supervisor: By Retirement/Separation*

55. What was the paygrade of your immediate supervisor?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 13 | 129 | 28 | 393 | 132 | 310 |
| Responding on Item | 3,874 | 17,841 | 4,518 | 23,240 | 6,304 | 29,881 |
| E4 or below | 0.1* | 2.1 | 0.0 | 4.3 | 0.0* | 3.0 |
| | (0.0,0.4) | (1.7,2.7) | (N/A,N/A) | (2.8,6.6) | (0.0,0.2) | (2.0,4.4) |
| E5 | 0.8* | 23.1 | 0.0 | 30.5 | 0.1* | 27.6 |
| | (0.3,2.7) | (20.2,26.4) | (N/A,N/A) | (28.0,33.1) | (0.0,0.4) | (26.0,29.2) |
| E6 | 0.9* | 32.4 | 2.5* | 36.3 | 2.3 | 35.5 |
| | (0.4,2.3) | (29.6,35.3) | (1.2,5.2) | (35.0,37.7) | (1.9,2.7) | (33.9,37.2) |
| E7 | 7.5 | 17.5 | 6.8 | 14.5 | 9.1 | 15.1 |
| | (5.1,10.8) | (15.5,19.6) | (4.3,10.7) | (13.1,16.1) | (7.4,11.2) | (13.9,16.4) |
| E8 | 10.6 | 4.8 | 10.3 | 2.8 | 10.5 | 3.0 |
| | (8.6,13.0) | (3.9,5.9) | (6.8,15.2) | (2.4,3.2) | (7.6,14.2) | (2.5,3.5) |
| E9 | 4.5* | 0.6 | 9.6 | 1.0 | 7.1 | 0.9 |
| | (2.4,8.3) | (0.4,0.9) | (8.1,11.3) | (0.7,1.4) | (5.1,9.8) | (0.6,1.2) |
| W1 to W5 | 1.8 | 1.1 | 2.1 | 0.8 | 1.7 | 0.8 |
| | (1.1,3.1) | (0.6,1.9) | (1.2,3.6) | (0.6,1.2) | (1.2,2.3) | (0.6,1.0) |
| O1 to O3 | 15.1 | 4.1 | 16.1 | 2.9 | 15.7 | 2.9 |
| | (11.7,19.3) | (3.3,5.1) | (14.1,18.4) | (2.5,3.4) | (12.4,19.7) | (2.4,3.5) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 55.3 (continued)**
*Paygrade of Immediate Supervisor: By Retirement/Separation*

55. What was the paygrade of your immediate supervisor?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 13 | 129 | 28 | 393 | 132 | 310 |
| Responding on Item | 3,874 | 17,841 | 4,518 | 23,240 | 6,304 | 29,881 |
| O4 and above | 47.7 | 12.6 | 44.8 | 5.8 | 44.7 | 9.5 |
| | *(43.2,52.2)* | *(11.5,13.9)* | *(40.0,49.7)* | *(5.3,6.4)* | *(41.3,48.1)* | *(8.7,10.3)* |
| Civilian GS1 to GS11 | 2.1* | 0.6* | 2.3* | 0.6 | 2.0 | 0.6 |
| | *(1.0,4.3)* | *(0.3,1.2)* | *(1.3,4.3)* | *(0.4,0.9)* | *(1.3,3.1)* | *(0.4,1.0)* |
| Civilian GS12 and above | 9.0 | 1.1 | 5.5 | 0.4 | 6.8 | 1.1 |
| | *(7.5,10.7)* | *(0.8,1.4)* | *(3.8,7.8)* | *(0.3,0.6)* | *(5.0,9.2)* | *(0.9,1.5)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 56a.1**

*Assessment of Immediate Supervisor's Skills--Technical-skills Parts of the Job: By Service*

56a. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the technical-skills parts of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 581 | 581 | 266 | 116 | 69 | 130 | | 0 |
| Responding on Item | 86,297 | 85,411 | 37,096 | 19,316 | 11,369 | 17,630 | | 886 |
| Strongly agree | 24.2 | 24.2 | 22.3 | 23.5 | 26.5 | 27.2 | | 30.9* |
| | (23.1,25.4) | (23.0,25.3) | (20.7,24.0) | (21.4,25.8) | (25.1,28.0) | (23.9,30.7) | | (13.9,55.3) |
| Agree | 38.9 | 38.9 | 36.6 | 42.0 | 38.1 | 40.8 | | 40.7 |
| | (37.9,40.0) | (37.8,40.0) | (35.0,38.2) | (39.3,44.9) | (36.2,40.0) | (38.8,42.8) | | (30.3,52.1) |
| Neither agree nor disagree | 16.0 | 16.0 | 18.6 | 15.3 | 15.2 | 12.0 | | 8.6* |
| | (15.1,16.9) | (15.1,17.0) | (17.1,20.2) | (13.1,17.7) | (13.8,16.7) | (10.5,13.6) | | (3.8,18.5) |
| Disagree | 10.5 | 10.5 | 10.9 | 9.4 | 10.5 | 10.8 | | 12.3 |
| | (9.9,11.2) | (9.9,11.1) | (10.1,11.9) | (8.1,10.8) | (9.7,11.3) | (9.3,12.6) | | (8.5,17.7) |
| Strongly disagree | 8.0 | 8.0 | 8.3 | 7.8 | 7.7 | 7.9 | | 6.2 |
| | (7.5,8.6) | (7.5,8.6) | (7.8,8.9) | (6.7,9.2) | (6.6,9.0) | (6.5,9.6) | | (4.3,8.9) |
| Don't know | 2.4 | 2.4 | 3.2 | 2.0 | 2.0 | 1.3 | | 1.2* |
| | (2.1,2.6) | (2.1,2.6) | (2.8,3.7) | (1.5,2.6) | (1.5,2.6) | (1.0,1.7) | | (0.2,6.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56a.2**
*Assessment of Immediate Supervisor's Skills--Technical-skills Parts of the Job:  By Paygrade and Gender*

56a.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Handling the technical-skills parts of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 321 | 138 | 59 | 64 | 482 | 96 |
| Responding on Item | 46,333 | 28,891 | 5,659 | 5,363 | 73,499 | 12,649 |
| Strongly agree | 22.9 | 25.1 | 27.1 | 27.6 | 24.5 | 22.5 |
| | (21.3,24.5) | (23.2,27.2) | (25.0,29.3) | (26.1,29.2) | (23.2,25.9) | (20.9,24.3) |
| Agree | 36.7 | 40.8 | 43.2 | 44.0 | 38.9 | 38.8 |
| | (35.1,38.3) | (39.2,42.3) | (40.4,46.0) | (39.3,48.8) | (37.7,40.1) | (36.7,41.0) |
| Neither agree nor disagree | 19.1 | 13.0 | 10.8 | 10.3 | 16.2 | 14.9 |
| | (17.6,20.7) | (12.1,13.9) | (9.6,12.2) | (8.5,12.5) | (15.2,17.2) | (13.1,17.0) |
| Disagree | 9.8 | 11.7 | 11.0 | 10.0 | 10.2 | 12.3 |
| | (8.9,10.7) | (10.9,12.5) | (8.8,13.5) | (7.9,12.6) | (9.5,10.9) | (10.5,14.3) |
| Strongly disagree | 8.0 | 8.3 | 7.1 | 7.4 | 7.9 | 8.4 |
| | (7.4,8.7) | (7.4,9.3) | (5.4,9.1) | (5.3,10.2) | (7.4,8.5) | (7.5,9.4) |
| Don't know | 3.5 | 1.2 | 0.8 | 0.7* | 2.3 | 3.0 |
| | (3.1,4.0) | (0.9,1.4) | (0.5,1.5) | (0.4,1.2) | (2.0,2.5) | (2.2,4.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56a.3**

*Assessment of Immediate Supervisor's Skills--Technical-skills Parts of the Job:  By Retirement/Separation*

56a.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Handling the technical-skills parts of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 16 | 94 | 33 | 297 | 64 | 77 |
| Responding on Item | 3,871 | 17,876 | 4,513 | 23,336 | 6,372 | 30,114 |
| Strongly agree | 26.2 | 25.3 | 21.1 | 24.5 | 24.5 | 23.5 |
| | (23.2,29.5) | (23.4,27.4) | (18.4,23.9) | (22.6,26.5) | (20.4,29.2) | (21.9,25.2) |
| Agree | 44.3 | 33.5 | 43.6 | 38.4 | 42.2 | 40.5 |
| | (39.8,48.9) | (31.4,35.6) | (39.4,47.9) | (36.6,40.2) | (36.5,48.0) | (38.9,42.1) |
| Neither agree nor disagree | 11.7 | 16.7 | 12.0 | 17.9 | 10.8 | 16.2 |
| | (9.1,15.0) | (14.8,18.8) | (9.4,15.3) | (16.2,19.6) | (9.2,12.7) | (14.4,18.3) |
| Disagree | 9.7 | 11.1 | 12.8 | 9.7 | 12.8 | 10.1 |
| | (7.3,12.7) | (9.6,12.9) | (10.8,15.0) | (8.5,11.0) | (11.1,14.7) | (9.3,10.9) |
| Strongly disagree | 7.8 | 11.2 | 9.6 | 6.4 | 8.6 | 7.1 |
| | (5.8,10.3) | (9.6,12.9) | (7.4,12.4) | (5.6,7.3) | (6.7,11.2) | (6.3,8.0) |
| Don't know | 0.3* | 2.2 | 0.9* | 3.1 | 1.1* | 2.6 |
| | (0.1,0.5) | (1.7,3.0) | (0.5,1.9) | (2.5,3.9) | (0.6,2.0) | (2.2,3.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56b.1**

*Assessment of Immediate Supervisor's Skills--People-skills Parts of the Job: By Service*

56b. How much do you agree or disagree with each of the following statements about your immediate supervisor?   Handling the people-skills parts of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 643 | 643 | 311 | 126 | 65 | 140 | 0 |
| Responding on Item | 86,235 | 85,349 | 37,051 | 19,306 | 11,373 | 17,620 | 886 |
| Strongly agree | 21.5 | 21.4 | 20.2 | 20.0 | 22.9 | 24.9 | 25.9 |
| | *(20.5,22.5)* | *(20.5,22.4)* | *(19.0,21.3)* | *(17.8,22.3)* | *(21.4,24.4)* | *(21.9,28.1)* | *(18.8,34.6)* |
| Agree | 32.9 | 32.9 | 30.6 | 33.8 | 34.2 | 35.9 | 33.3 |
| | *(31.9,33.9)* | *(31.9,33.9)* | *(29.5,31.8)* | *(31.2,36.5)* | *(31.9,36.5)* | *(33.5,38.5)* | *(31.7,35.0)* |
| Neither agree nor disagree | 16.9 | 16.9 | 19.2 | 16.5 | 17.3 | 12.3 | 13.6 |
| | *(16.0,17.8)* | *(16.0,17.8)* | *(18.0,20.4)* | *(14.2,19.1)* | *(15.7,19.1)* | *(10.6,14.2)* | *(11.0,16.6)* |
| Disagree | 12.9 | 13.0 | 13.3 | 13.9 | 12.1 | 11.7 | 9.9 |
| | *(12.1,13.8)* | *(12.1,13.9)* | *(12.4,14.3)* | *(11.6,16.7)* | *(11.3,13.1)* | *(9.7,14.2)* | *(6.1,15.5)* |
| Strongly disagree | 13.8 | 13.8 | 13.9 | 14.6 | 11.8 | 13.8 | 17.3 |
| | *(13.1,14.5)* | *(13.1,14.5)* | *(12.8,15.2)* | *(13.6,15.7)* | *(10.1,13.6)* | *(12.3,15.5)* | *(13.3,22.2)* |
| Don't know | 2.0 | 2.0 | 2.8 | 1.2 | 1.8 | 1.3 | 0.0 |
| | *(1.7,2.4)* | *(1.7,2.4)* | *(2.2,3.7)* | *(0.8,1.8)* | *(1.3,2.3)* | *(0.9,2.0)* | *(N/A,N/A)* |

N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 56b.2**

*Assessment of Immediate Supervisor's Skills--People-skills Parts of the Job: By Paygrade and Gender*

56b. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the people-skills parts of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 381 | 136 | 61 | 66 | 536 | 104 |
| Responding on Item | 46,273 | 28,893 | 5,657 | 5,361 | 73,445 | 12,641 |
| Strongly agree | 19.7 | 22.8 | 24.2 | 26.7 | 21.7 | 20.6 |
| | (18.7,20.9) | (21.0,24.7) | (21.4,27.4) | (23.4,30.3) | (20.7,22.8) | (18.8,22.5) |
| Agree | 30.3 | 35.8 | 35.8 | 36.8 | 33.2 | 31.0 |
| | (29.0,31.6) | (33.8,37.8) | (31.6,40.3) | (34.1,39.7) | (32.2,34.2) | (28.5,33.8) |
| Neither agree nor disagree | 20.0 | 14.0 | 11.3 | 11.4 | 17.2 | 15.1 |
| | (18.7,21.3) | (12.4,15.7) | (8.8,14.3) | (9.2,14.0) | (16.3,18.1) | (13.5,16.9) |
| Disagree | 12.4 | 13.8 | 14.4 | 11.2 | 12.7 | 14.0 |
| | (11.5,13.3) | (12.0,15.9) | (12.1,17.1) | (7.8,15.9) | (11.8,13.7) | (12.4,15.8) |
| Strongly disagree | 14.5 | 12.7 | 14.1 | 13.4 | 13.2 | 17.2 |
| | (13.5,15.6) | (11.7,13.8) | (11.5,17.1) | (11.7,15.3) | (12.4,14.0) | (15.7,18.9) |
| Don't know | 3.1 | 0.8 | 0.1* | 0.4* | 2.0 | 2.0 |
| | (2.5,3.8) | (0.6,1.2) | (0.1,0.3) | (0.2,1.0) | (1.6,2.4) | (1.3,3.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56b.3**

*Assessment of Immediate Supervisor's Skills--People-skills Parts of the Job:  By Retirement/Separation*

56b.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Handling the people-skills parts of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 16 | 99 | 33 | 336 | 64 | 94 |
| Responding on Item | 3,871 | 17,871 | 4,513 | 23,297 | 6,372 | 30,097 |
| Strongly agree | 25.1 | 20.1 | 26.5 | 21.4 | 24.9 | 20.5 |
| | (20.7,30.0) | (18.1,22.4) | (22.9,30.5) | (19.5,23.4) | (20.4,29.9) | (18.9,22.2) |
| Agree | 36.0 | 28.1 | 32.7 | 33.6 | 39.5 | 33.3 |
| | (32.2,40.0) | (26.5,29.9) | (28.6,37.2) | (32.0,35.3) | (32.5,47.0) | (31.8,34.9) |
| Neither agree nor disagree | 13.8 | 17.8 | 12.7 | 18.3 | 12.2 | 17.1 |
| | (11.5,16.6) | (15.8,20.1) | (10.4,15.5) | (16.9,19.8) | (8.9,16.6) | (15.3,19.2) |
| Disagree | 11.8 | 13.8 | 14.9 | 12.3 | 10.7 | 13.3 |
| | (9.8,14.0) | (12.4,15.3) | (10.3,21.0) | (11.0,13.8) | (7.0,16.1) | (12.4,14.2) |
| Strongly disagree | 13.1 | 17.9 | 12.3 | 11.6 | 12.1 | 13.8 |
| | (10.7,15.9) | (15.8,20.3) | (9.9,15.1) | (10.5,12.8) | (10.2,14.3) | (12.7,14.9) |
| Don't know | 0.3* | 2.2 | 0.9* | 2.8 | 0.6* | 2.0 |
| | (0.1,0.5) | (1.5,3.0) | (0.3,2.8) | (2.1,3.5) | (0.3,1.4) | (1.6,2.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56c.1**

*Assessment of Immediate Supervisor's Skills--Conceptual-skills Parts of the Job:  By Service*

56c.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Handling the conceptual-skills parts of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 845 | 845 | 325 | 177 | 159 | 184 | | 0 |
| Responding on Item | 86,033 | 85,147 | 37,037 | 19,255 | 11,279 | 17,576 | | 886 |
| Strongly agree | 20.7 | 20.7 | 18.9 | 19.7 | 22.7 | 24.2 | | 21.0* |
| | (19.8,21.6) | (19.8,21.6) | (17.6,20.3) | (17.8,21.6) | (21.5,23.9) | (21.8,26.7) | | (11.2,36.0) |
| Agree | 34.9 | 34.9 | 32.3 | 35.9 | 35.3 | 38.8 | | 44.4 |
| | (33.9,36.0) | (33.8,35.9) | (30.9,33.8) | (33.4,38.6) | (33.4,37.2) | (36.1,41.5) | | (40.7,48.3) |
| Neither agree nor disagree | 19.3 | 19.4 | 21.6 | 18.9 | 19.0 | 15.3 | | 16.0 |
| | (18.5,20.2) | (18.5,20.2) | (20.4,22.9) | (17.0,21.0) | (17.4,20.8) | (13.3,17.4) | | (13.4,19.1) |
| Disagree | 12.6 | 12.6 | 13.0 | 13.1 | 12.8 | 11.3 | | 11.1 |
| | (12.1,13.2) | (12.1,13.3) | (12.3,13.8) | (11.8,14.4) | (11.3,14.5) | (9.8,13.0) | | (9.1,13.5) |
| Strongly disagree | 10.0 | 10.0 | 10.9 | 10.6 | 8.2 | 8.8 | | 6.2* |
| | (9.3,10.8) | (9.3,10.8) | (9.7,12.2) | (9.4,11.9) | (7.1,9.4) | (7.1,10.8) | | (2.0,17.5) |
| Don't know | 2.4 | 2.4 | 3.2 | 1.8 | 2.0 | 1.8 | | 1.2* |
| | (2.1,2.8) | (2.1,2.9) | (2.7,3.9) | (1.1,3.1) | (1.6,2.6) | (1.2,2.6) | | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56c.2**
*Assessment of Immediate Supervisor's Skills--Conceptual-skills Parts of the Job:  By Paygrade and Gender*

56c.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Handling the conceptual-skills parts of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 472 | 244 | 62 | 69 | 706 | 135 |
| Responding on Item | 46,182 | 28,785 | 5,656 | 5,358 | 73,275 | 12,610 |
| Strongly agree | 18.4 | 22.0 | 25.8 | 27.3 | 20.9 | 19.4 |
| | (17.3,19.6) | (20.4,23.8) | (22.8,29.1) | (23.9,31.0) | (19.9,21.9) | (17.6,21.4) |
| Agree | 31.2 | 38.3 | 42.3 | 41.4 | 35.2 | 33.3 |
| | (29.7,32.8) | (36.7,40.0) | (39.6,45.0) | (39.2,43.8) | (34.0,36.4) | (31.0,35.6) |
| Neither agree nor disagree | 23.0 | 15.8 | 12.9 | 13.4 | 19.2 | 19.9 |
| | (21.8,24.3) | (14.5,17.1) | (11.0,15.0) | (10.7,16.6) | (18.3,20.2) | (18.0,22.0) |
| Disagree | 12.9 | 13.3 | 10.8 | 9.0 | 12.6 | 12.6 |
| | (12.1,13.7) | (12.2,14.4) | (8.8,13.2) | (7.5,10.6) | (12.0,13.3) | (11.2,14.2) |
| Strongly disagree | 10.9 | 9.3 | 7.9 | 8.3 | 9.7 | 12.1 |
| | (9.9,12.0) | (8.3,10.4) | (5.9,10.4) | (5.9,11.5) | (8.9,10.5) | (10.7,13.7) |
| Don't know | 3.6 | 1.3 | 0.4* | 0.6* | 2.4 | 2.7 |
| | (3.0,4.3) | (1.0,1.7) | (0.2,0.9) | (0.2,1.4) | (2.0,2.8) | (1.6,4.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56c.3**

*Assessment of Immediate Supervisor's Skills--Conceptual-skills Parts of the Job:  By Retirement/Separation*

56c.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Handling the conceptual-skills parts of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 18 | 196 | 46 | 329 | 68 | 182 |
| Responding on Item | 3,869 | 17,774 | 4,500 | 23,304 | 6,368 | 30,009 |
| Strongly agree | 25.3 | 19.0 | 24.6 | 20.1 | 24.2 | 20.2 |
| | (21.8,29.0) | (17.0,21.2) | (21.0,28.5) | (18.7,21.6) | (20.6,28.2) | (18.8,21.6) |
| Agree | 43.7 | 31.4 | 41.2 | 34.4 | 39.8 | 34.3 |
| | (37.7,50.0) | (29.1,33.9) | (37.2,45.4) | (32.3,36.5) | (35.1,44.7) | (33.1,35.6) |
| Neither agree nor disagree | 13.0 | 19.5 | 13.3 | 22.1 | 13.0 | 20.1 |
| | (10.4,16.3) | (18.0,21.2) | (10.4,16.8) | (20.6,23.6) | (10.3,16.2) | (18.5,21.9) |
| Disagree | 10.6 | 14.5 | 11.3 | 11.6 | 12.5 | 12.8 |
| | (7.3,15.2) | (12.9,16.3) | (9.6,13.2) | (10.1,13.3) | (10.0,15.4) | (11.9,13.8) |
| Strongly disagree | 7.2 | 13.3 | 8.7 | 8.8 | 9.1 | 9.7 |
| | (4.9,10.5) | (11.6,15.3) | (6.3,11.9) | (7.9,9.8) | (7.0,11.9) | (8.9,10.7) |
| Don't know | 0.1* | 2.2 | 0.9* | 3.1 | 1.4 | 2.8 |
| | (0.1,0.4) | (1.8,2.7) | (0.3,2.9) | (2.4,4.0) | (0.8,2.3) | (2.2,3.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56d.1**
*Assessment of Immediate Supervisor's Skills--Communicating:  By Service*

56d.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 999 | 999 | 445 | 226 | 141 | 187 | 0 |
| Responding on Item | 85,879 | 84,993 | 36,917 | 19,206 | 11,297 | 17,573 | 886 |
| Strongly agree | 20.2 | 20.2 | 18.4 | 18.9 | 21.8 | 24.4 | 19.8 |
| | *(19.3,21.1)* | *(19.3,21.1)* | *(17.2,19.6)* | *(17.2,20.8)* | *(20.5,23.3)* | *(21.7,27.3)* | *(15.0,25.6)* |
| Agree | 32.1 | 32.0 | 29.8 | 33.4 | 32.7 | 34.7 | 40.7 |
| | *(31.1,33.1)* | *(31.0,33.0)* | *(28.6,30.9)* | *(31.1,35.8)* | *(31.0,34.4)* | *(31.4,38.2)* | *(37.4,44.2)* |
| Neither agree nor disagree | 18.7 | 18.8 | 20.2 | 19.0 | 19.1 | 15.3 | 9.9 |
| | *(17.9,19.5)* | *(18.0,19.6)* | *(19.1,21.3)* | *(17.2,20.9)* | *(17.3,21.2)* | *(13.4,17.3)* | *(5.8,16.2)* |
| Disagree | 13.7 | 13.7 | 14.5 | 13.8 | 13.2 | 12.5 | 13.6 |
| | *(13.1,14.4)* | *(13.1,14.4)* | *(13.9,15.1)* | *(12.1,15.8)* | *(12.0,14.4)* | *(10.7,14.5)* | *(7.6,23.0)* |
| Strongly disagree | 13.3 | 13.3 | 14.3 | 13.7 | 11.4 | 12.0 | 13.6* |
| | *(12.6,14.1)* | *(12.6,14.1)* | *(13.1,15.6)* | *(12.6,14.8)* | *(9.6,13.6)* | *(10.5,13.7)* | *(4.0,37.2)* |
| Don't know | 2.0 | 2.0 | 2.9 | 1.2 | 1.7 | 1.2 | 2.5* |
| | *(1.8,2.2)* | *(1.8,2.2)* | *(2.5,3.3)* | *(0.8,1.8)* | *(1.4,2.1)* | *(0.8,1.6)* | *(0.4,12.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56d.2**

*Assessment of Immediate Supervisor's Skills--Communicating:  By Paygrade and Gender*

56d.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 487 | 339 | 70 | 103 | 841 | 154 |
| Responding on Item | 46,167 | 28,690 | 5,648 | 5,324 | 73,140 | 12,591 |
| Strongly agree | 18.3 | 21.8 | 22.1 | 25.9 | 20.5 | 18.4 |
| | (17.2,19.5) | (20.1,23.6) | (19.5,24.9) | (22.9,29.1) | (19.6,21.6) | (16.5,20.4) |
| Agree | 29.3 | 35.5 | 34.9 | 35.2 | 32.4 | 30.4 |
| | (27.9,30.7) | (34.0,37.0) | (31.4,38.7) | (31.2,39.4) | (31.3,33.5) | (28.1,32.7) |
| Neither agree nor disagree | 21.0 | 16.2 | 15.2 | 14.8 | 18.9 | 17.3 |
| | (19.9,22.2) | (14.9,17.6) | (13.4,17.3) | (12.0,18.3) | (18.0,19.8) | (15.6,19.1) |
| Disagree | 13.9 | 13.6 | 13.8 | 12.9 | 13.4 | 15.7 |
| | (13.1,14.7) | (12.4,14.8) | (12.4,15.4) | (11.0,15.0) | (12.7,14.0) | (14.1,17.5) |
| Strongly disagree | 14.4 | 11.9 | 13.6 | 10.6 | 12.8 | 16.3 |
| | (13.4,15.5) | (10.9,13.1) | (11.2,16.5) | (8.3,13.5) | (12.0,13.6) | (14.8,17.9) |
| Don't know | 3.0 | 0.9 | 0.2* | 0.6* | 2.0 | 2.0 |
| | (2.6,3.5) | (0.7,1.2) | (0.1,0.5) | (0.2,1.5) | (1.8,2.3) | (1.3,3.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56d.3**

*Assessment of Immediate Supervisor's Skills--Communicating: By Retirement/Separation*

56d. How much do you agree or disagree with each of the following statements about your immediate supervisor? Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 58 | 169 | 52 | 388 | 113 | 219 |
| Responding on Item | 3,829 | 17,801 | 4,494 | 23,245 | 6,323 | 29,972 |
| Strongly agree | 25.2 | 18.5 | 26.9 | 20.4 | 23.3 | 18.8 |
| | (21.0,29.8) | (16.1,21.2) | (24.1,29.8) | (18.7,22.1) | (19.2,28.0) | (17.2,20.4) |
| Agree | 35.7 | 28.0 | 32.7 | 31.7 | 39.7 | 32.5 |
| | (30.5,41.3) | (26.4,29.8) | (28.1,37.7) | (29.9,33.7) | (36.4,43.1) | (30.9,34.2) |
| Neither agree nor disagree | 16.9 | 18.7 | 14.4 | 20.5 | 13.8 | 19.1 |
| | (12.5,22.4) | (16.7,21.0) | (12.1,17.2) | (18.9,22.1) | (10.1,18.7) | (17.3,20.9) |
| Disagree | 12.6 | 13.9 | 13.3 | 12.6 | 13.0 | 15.0 |
| | (9.7,16.2) | (12.6,15.3) | (9.6,18.1) | (10.9,14.5) | (11.0,15.2) | (13.7,16.3) |
| Strongly disagree | 9.2 | 19.0 | 11.7 | 11.9 | 9.3 | 12.7 |
| | (5.7,14.3) | (17.1,21.0) | (9.3,14.7) | (10.1,14.0) | (7.3,11.7) | (11.8,13.6) |
| Don't know | 0.5* | 1.8 | 1.0* | 2.9 | 0.9* | 2.0 |
| | (0.1,1.7) | (1.4,2.5) | (0.4,2.4) | (2.0,4.2) | (0.4,1.9) | (1.5,2.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56e.1**
*Assessment of Immediate Supervisor's Skills--Decision Making: By Service*

56e. How much do you agree or disagree with each of the following statements about your immediate supervisor? Decision Making (makes sound

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 795 | 784 | 354 | 181 | 74 | 175 | 11 |
| Responding on Item | 86,083 | 85,208 | 37,008 | 19,251 | 11,364 | 17,585 | 875 |
| Strongly agree | 19.1 | 19.1 | 17.5 | 17.3 | 22.1 | 22.4 | 21.3 |
| | (18.3,19.9) | (18.3,19.9) | (16.6,18.5) | (15.5,19.2) | (20.4,24.0) | (20.1,24.9) | (17.9,25.0) |
| Agree | 31.0 | 31.0 | 29.1 | 32.5 | 32.9 | 32.3 | 31.3 |
| | (30.1,31.9) | (30.1,31.9) | (27.7,30.4) | (30.5,34.6) | (31.1,34.7) | (30.2,34.4) | (27.4,35.4) |
| Neither agree nor disagree | 20.3 | 20.4 | 22.1 | 20.9 | 19.1 | 17.4 | 12.5* |
| | (19.4,21.3) | (19.5,21.4) | (20.6,23.6) | (19.0,22.9) | (17.2,21.0) | (15.7,19.2) | (5.9,24.6) |
| Disagree | 14.3 | 14.3 | 14.4 | 14.8 | 13.5 | 14.0 | 21.3* |
| | (13.6,15.1) | (13.6,15.0) | (13.5,15.3) | (12.8,17.2) | (12.4,14.8) | (12.5,15.7) | (8.6,43.5) |
| Strongly disagree | 12.9 | 12.9 | 13.7 | 13.0 | 10.7 | 12.6 | 12.5* |
| | (12.2,13.7) | (12.2,13.7) | (12.7,14.8) | (11.6,14.4) | (9.4,12.1) | (10.5,15.0) | (4.0,32.6) |
| Don't know | 2.3 | 2.3 | 3.3 | 1.5 | 1.8 | 1.4 | 1.3* |
| | (1.8,2.9) | (1.8,2.9) | (2.3,4.6) | (1.0,2.4) | (1.3,2.4) | (1.0,2.1) | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56e.2**
*Assessment of Immediate Supervisor's Skills--Decision Making:  By Paygrade and Gender*

56e.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Decision Making (makes sound

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 418 | 233 | 73 | 72 | 659 | 128 |
| Responding on Item | 46,236 | 28,796 | 5,645 | 5,355 | 73,322 | 12,617 |
| Strongly agree | 17.2 | 20.8 | 22.7 | 23.2 | 19.4 | 17.6 |
| | (16.3,18.0) | (19.1,22.6) | (20.3,25.2) | (19.9,26.8) | (18.5,20.3) | (15.8,19.5) |
| Agree | 28.2 | 34.3 | 33.5 | 35.1 | 31.5 | 28.3 |
| | (27.0,29.5) | (32.8,35.8) | (29.5,37.8) | (32.0,38.4) | (30.5,32.5) | (26.4,30.3) |
| Neither agree nor disagree | 23.2 | 17.6 | 15.6 | 15.6 | 20.4 | 20.1 |
| | (21.7,24.7) | (16.4,18.9) | (13.0,18.6) | (12.9,18.7) | (19.5,21.4) | (17.6,22.7) |
| Disagree | 14.0 | 14.6 | 15.3 | 14.4 | 13.9 | 16.7 |
| | (13.1,15.0) | (13.1,16.3) | (13.7,17.0) | (10.9,18.9) | (13.2,14.7) | (14.8,18.9) |
| Strongly disagree | 13.9 | 11.7 | 12.5 | 11.2 | 12.5 | 15.0 |
| | (13.0,14.9) | (10.5,13.0) | (10.3,15.1) | (8.9,14.0) | (11.7,13.4) | (13.3,17.0) |
| Don't know | 3.5 | 1.0 | 0.4* | 0.5* | 2.3 | 2.2 |
| | (2.7,4.6) | (0.7,1.4) | (0.2,1.0) | (0.2,1.1) | (1.8,3.0) | (1.3,3.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56e.3**
*Assessment of Immediate Supervisor's Skills--Decision Making: By Retirement/Separation*

56e. How much do you agree or disagree with each of the following statements about your immediate supervisor? Decision Making (makes sound

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 20 | 140 | 33 | 301 | 94 | 206 |
| Responding on Item | 3,867 | 17,830 | 4,513 | 23,332 | 6,342 | 29,985 |
| Strongly agree | 23.6 | 17.5 | 22.0 | 18.8 | 22.9 | 18.3 |
| | (20.4,27.1) | (15.5,19.9) | (19.2,25.1) | (17.5,20.3) | (19.2,27.1) | (17.1,19.6) |
| Agree | 34.8 | 27.1 | 33.7 | 31.1 | 35.2 | 31.5 |
| | (30.2,39.7) | (25.1,29.3) | (29.9,37.8) | (29.5,32.8) | (32.0,38.5) | (30.2,32.8) |
| Neither agree nor disagree | 17.0 | 19.9 | 16.3 | 22.2 | 15.6 | 21.2 |
| | (13.2,21.6) | (18.2,21.7) | (13.4,19.6) | (19.9,24.8) | (11.9,20.1) | (19.3,23.3) |
| Disagree | 13.2 | 16.0 | 13.9 | 12.9 | 14.2 | 14.7 |
| | (9.7,17.6) | (14.3,17.7) | (11.1,17.3) | (11.9,14.0) | (12.2,16.5) | (13.5,16.0) |
| Strongly disagree | 11.3 | 17.4 | 13.3 | 11.0 | 10.8 | 12.4 |
| | (8.5,14.8) | (15.6,19.3) | (11.0,15.9) | (9.5,12.8) | (8.1,14.2) | (11.4,13.4) |
| Don't know | 0.1* | 2.1 | 0.8* | 3.8 | 1.3* | 1.9 |
| | (0.1,0.4) | (1.6,2.8) | (0.3,2.3) | (2.6,5.6) | (0.7,2.5) | (1.4,2.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56f.1**

*Assessment of Immediate Supervisor's Skills--Motivating:  By Service*

56f.  How much do you agree or disagree with each of the following statements about your immediate supervisor?   Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 763 | 763 | 352 | 174 | 88 | 148 | 0 |
| Responding on Item | 86,115 | 85,229 | 37,010 | 19,258 | 11,350 | 17,612 | 886 |
| Strongly agree | 19.0 | 19.0 | 18.0 | 17.0 | 21.6 | 21.8 | 16.0 |
| | (18.2,19.8) | (18.2,19.9) | (16.9,19.1) | (15.2,18.9) | (20.2,23.1) | (19.5,24.2) | (14.1,18.2) |
| Agree | 28.3 | 28.2 | 26.3 | 29.3 | 28.2 | 30.7 | 38.3 |
| | (27.2,29.4) | (27.1,29.3) | (25.1,27.6) | (26.8,32.0) | (26.3,30.1) | (27.4,34.3) | (22.7,56.6) |
| Neither agree nor disagree | 19.6 | 19.7 | 21.1 | 20.3 | 19.4 | 16.3 | 12.3* |
| | (18.9,20.4) | (18.9,20.4) | (20.0,22.2) | (18.4,22.4) | (17.5,21.3) | (15.0,17.6) | (5.7,24.8) |
| Disagree | 13.8 | 13.8 | 13.6 | 15.2 | 12.6 | 13.3 | 13.6 |
| | (13.0,14.6) | (13.0,14.6) | (12.4,14.9) | (13.6,17.0) | (11.2,14.1) | (11.1,15.7) | (7.6,23.0) |
| Strongly disagree | 17.2 | 17.2 | 17.9 | 16.7 | 16.3 | 16.6 | 18.5* |
| | (16.4,18.0) | (16.4,17.9) | (16.9,19.1) | (15.5,18.0) | (14.3,18.4) | (14.4,19.0) | (9.6,32.7) |
| Don't know | 2.2 | 2.2 | 3.0 | 1.5 | 2.1 | 1.4 | 1.2* |
| | (2.0,2.4) | (2.0,2.4) | (2.7,3.3) | (1.0,2.1) | (1.7,2.6) | (1.1,1.9) | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56f.2**
*Assessment of Immediate Supervisor's Skills--Motivating: By Paygrade and Gender*

56f. How much do you agree or disagree with each of the following statements about your immediate supervisor? Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 432 | 187 | 68 | 76 | 632 | 127 |
| Responding on Item | 46,222 | 28,842 | 5,650 | 5,351 | 73,349 | 12,618 |
| Strongly agree | 17.4 | 20.8 | 19.5 | 22.4 | 19.1 | 18.6 |
| | *(16.5,18.4)* | *(19.0,22.7)* | *(17.1,22.3)* | *(20.5,24.5)* | *(18.2,20.0)* | *(16.7,20.7)* |
| Agree | 25.6 | 31.3 | 30.5 | 32.8 | 28.9 | 24.2 |
| | *(24.2,27.0)* | *(29.3,33.5)* | *(26.4,35.1)* | *(28.3,37.7)* | *(27.8,30.2)* | *(22.2,26.4)* |
| Neither agree nor disagree | 21.7 | 17.3 | 18.3 | 15.4 | 19.8 | 18.3 |
| | *(20.6,22.8)* | *(16.2,18.4)* | *(15.9,20.9)* | *(12.7,18.6)* | *(19.0,20.6)* | *(16.5,20.2)* |
| Disagree | 12.9 | 14.3 | 16.0 | 15.7 | 13.7 | 14.3 |
| | *(11.9,14.1)* | *(13.0,15.7)* | *(13.6,18.7)* | *(11.5,21.1)* | *(12.8,14.6)* | *(12.4,16.4)* |
| Strongly disagree | 19.0 | 15.2 | 15.3 | 13.2 | 16.3 | 22.2 |
| | *(18.0,20.2)* | *(14.1,16.4)* | *(12.7,18.2)* | *(11.2,15.6)* | *(15.5,17.1)* | *(20.0,24.6)* |
| Don't know | 3.3 | 1.1 | 0.4* | 0.5* | 2.1 | 2.4 |
| | *(3.0,3.7)* | *(0.8,1.4)* | *(0.2,0.8)* | *(0.2,1.1)* | *(2.0,2.4)* | *(1.6,3.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56f.3**

*Assessment of Immediate Supervisor's Skills--Motivating:  By Retirement/Separation*

56f.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 30 | 111 | 36 | 327 | 64 | 190 |
| Responding on Item | 3,857 | 17,859 | 4,510 | 23,306 | 6,372 | 30,001 |
| Strongly agree | 24.1 | 16.9 | 22.7 | 19.0 | 22.0 | 18.5 |
| | (20.8,27.6) | (15.2,18.8) | (20.4,25.1) | (17.3,20.8) | (17.1,27.7) | (17.3,19.7) |
| Agree | 35.4 | 24.2 | 31.0 | 27.9 | 33.4 | 28.5 |
| | (30.2,41.0) | (22.2,26.4) | (26.3,36.1) | (26.1,29.7) | (28.5,38.7) | (27.1,29.8) |
| Neither agree nor disagree | 14.7 | 18.4 | 17.6 | 21.1 | 16.8 | 20.7 |
| | (11.5,18.6) | (16.5,20.3) | (15.5,19.9) | (19.7,22.6) | (13.4,20.8) | (19.0,22.5) |
| Disagree | 12.6 | 14.7 | 12.6 | 13.7 | 14.7 | 13.4 |
| | (9.0,17.3) | (13.0,16.6) | (10.0,15.7) | (12.4,15.1) | (10.7,19.9) | (12.5,14.5) |
| Strongly disagree | 13.0 | 23.5 | 15.3 | 15.3 | 11.9 | 16.9 |
| | (10.4,16.0) | (21.1,26.1) | (12.8,18.2) | (13.9,16.8) | (9.6,14.8) | (15.9,17.9) |
| Don't know | 0.2* | 2.3 | 0.9* | 3.1 | 1.2* | 2.1 |
| | (0.1,0.6) | (1.7,3.0) | (0.3,2.2) | (2.4,3.9) | (0.6,2.7) | (1.6,2.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56g.1**
*Assessment of Immediate Supervisor's Skills--Developing: By Service*

56g. How much do you agree or disagree with each of the following statements about your immediate supervisor? Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,138 | 2,105 | 1,154 | 336 | 254 | 361 | 33 |
| Responding on Item | 84,740 | 83,887 | 36,208 | 19,096 | 11,184 | 17,399 | 853 |
| Strongly agree | 19.8 | 19.8 | 18.6 | 17.3 | 22.3 | 23.4 | 20.5 |
| | (19.0,20.7) | (18.9,20.7) | (17.1,20.2) | (15.7,19.0) | (21.0,23.7) | (21.6,25.4) | (18.5,22.7) |
| Agree | 30.7 | 30.7 | 28.2 | 32.5 | 32.0 | 33.4 | 30.8 |
| | (29.6,31.9) | (29.6,31.9) | (26.5,29.8) | (29.7,35.4) | (30.0,34.1) | (30.8,36.1) | (19.4,45.1) |
| Neither agree nor disagree | 20.5 | 20.4 | 22.2 | 21.5 | 20.0 | 15.9 | 23.1 |
| | (19.5,21.5) | (19.4,21.5) | (20.5,24.1) | (19.4,23.8) | (18.5,21.5) | (14.1,17.8) | (12.8,37.9) |
| Disagree | 12.0 | 12.0 | 12.1 | 13.2 | 11.2 | 11.2 | 10.3* |
| | (11.3,12.8) | (11.3,12.8) | (11.4,12.8) | (11.4,15.2) | (10.0,12.5) | (9.2,13.6) | (5.6,18.0) |
| Strongly disagree | 14.4 | 14.4 | 15.3 | 13.7 | 12.5 | 14.5 | 14.1 |
| | (13.6,15.2) | (13.6,15.2) | (14.2,16.4) | (12.0,15.7) | (10.8,14.4) | (12.5,16.7) | (9.0,21.4) |
| Don't know | 2.6 | 2.6 | 3.6 | 1.8 | 2.1 | 1.6 | 1.3* |
| | (2.3,2.9) | (2.3,2.9) | (3.1,4.2) | (1.3,2.4) | (1.7,2.6) | (1.1,2.3) | (0.2,6.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56g.2**
*Assessment of Immediate Supervisor's Skills--Developing:  By Paygrade and Gender*

56g.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,300 | 577 | 149 | 112 | 1,813 | 317 |
| Responding on Item | 45,354 | 28,452 | 5,569 | 5,315 | 72,168 | 12,428 |
| Strongly agree | 18.5 | 21.6 | 19.7 | 21.7 | 20.0 | 18.8 |
| | *(17.2,19.8)* | *(20.2,23.1)* | *(17.3,22.3)* | *(18.8,24.9)* | *(19.0,21.0)* | *(16.9,20.7)* |
| Agree | 28.2 | 33.6 | 32.1 | 35.4 | 31.4 | 26.8 |
| | *(26.7,29.9)* | *(31.7,35.7)* | *(29.0,35.4)* | *(32.4,38.4)* | *(30.2,32.7)* | *(24.4,29.2)* |
| Neither agree nor disagree | 22.8 | 18.2 | 17.5 | 15.7 | 20.5 | 20.4 |
| | *(21.2,24.4)* | *(16.6,19.9)* | *(15.5,19.8)* | *(12.9,18.9)* | *(19.3,21.7)* | *(18.3,22.5)* |
| Disagree | 11.8 | 11.9 | 13.5 | 12.9 | 11.8 | 13.1 |
| | *(10.8,12.8)* | *(10.6,13.4)* | *(12.0,15.0)* | *(10.2,16.2)* | *(11.1,12.6)* | *(11.3,15.1)* |
| Strongly disagree | 15.0 | 13.2 | 16.5 | 13.9 | 13.7 | 18.3 |
| | *(13.9,16.1)* | *(11.9,14.6)* | *(13.5,20.0)* | *(11.3,17.0)* | *(12.9,14.6)* | *(16.1,20.7)* |
| Don't know | 3.8 | 1.4 | 0.7* | 0.5* | 2.5 | 2.8 |
| | *(3.3,4.3)* | *(1.2,1.8)* | *(0.3,1.4)* | *(0.2,1.1)* | *(2.2,2.9)* | *(1.9,3.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56g.3**
*Assessment of Immediate Supervisor's Skills--Developing:  By Retirement/Separation*

56g.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 114 | 420 | 76 | 769 | 137 | 584 |
| Responding on Item | 3,773 | 17,550 | 4,470 | 22,864 | 6,299 | 29,607 |
| Strongly agree | 23.2 | 18.2 | 23.0 | 19.7 | 22.8 | 19.3 |
| | *(20.5,26.1)* | *(16.2,20.5)* | *(21.0,25.2)* | *(17.9,21.7)* | *(19.4,26.6)* | *(18.2,20.4)* |
| Agree | 37.1 | 26.3 | 32.5 | 31.7 | 33.3 | 31.0 |
| | *(32.0,42.5)* | *(24.4,28.2)* | *(28.1,37.2)* | *(29.6,33.8)* | *(28.8,38.1)* | *(29.7,32.4)* |
| Neither agree nor disagree | 14.8 | 19.5 | 17.4 | 21.4 | 18.7 | 21.8 |
| | *(11.3,19.2)* | *(17.6,21.6)* | *(13.4,22.3)* | *(20.1,22.8)* | *(16.0,21.8)* | *(19.9,23.9)* |
| Disagree | 12.3 | 13.2 | 11.6 | 11.2 | 11.1 | 12.2 |
| | *(9.6,15.5)* | *(11.5,15.2)* | *(8.3,15.8)* | *(9.9,12.6)* | *(7.8,15.7)* | *(11.1,13.4)* |
| Strongly disagree | 12.0 | 19.9 | 14.5 | 12.7 | 12.2 | 13.2 |
| | *(8.9,16.1)* | *(18.1,21.8)* | *(11.6,18.0)* | *(11.4,14.1)* | *(9.2,15.9)* | *(12.2,14.3)* |
| Don't know | 0.6* | 2.9 | 1.0* | 3.3 | 1.9 | 2.4 |
| | *(0.2,1.8)* | *(2.1,3.9)* | *(0.5,2.2)* | *(2.6,4.2)* | *(1.1,3.2)* | *(1.9,3.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56h.1**
*Assessment of Immediate Supervisor's Skills--Building:  By Service*

56h.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | **Total** | **Army** | **Navy** | **Marine Corps** | **Air Force** | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 876 | 876 | 403 | 269 | 75 | 129 | 0 |
| Responding on Item | 86,002 | 85,116 | 36,959 | 19,163 | 11,363 | 17,631 | 886 |
| Strongly agree | 15.5 | 15.5 | 15.2 | 14.2 | 16.9 | 16.8 | 12.3* |
| | (14.7,16.3) | (14.8,16.4) | (13.9,16.6) | (13.1,15.4) | (15.4,18.4) | (14.9,18.9) | (5.4,25.7) |
| Agree | 31.4 | 31.4 | 28.6 | 32.1 | 34.1 | 34.5 | 35.8 |
| | (30.5,32.3) | (30.5,32.2) | (27.3,29.9) | (30.7,33.6) | (32.6,35.7) | (32.0,37.1) | (24.1,49.4) |
| Neither agree nor disagree | 24.1 | 24.1 | 25.1 | 25.1 | 25.5 | 20.2 | 21.0 |
| | (23.4,24.8) | (23.4,24.9) | (24.2,26.0) | (23.1,27.3) | (24.1,26.8) | (18.4,22.1) | (11.7,34.6) |
| Disagree | 13.4 | 13.4 | 13.1 | 14.5 | 11.2 | 14.2 | 14.8 |
| | (12.7,14.1) | (12.7,14.1) | (12.2,14.2) | (13.1,16.0) | (10.0,12.4) | (12.3,16.3) | (10.3,20.8) |
| Strongly disagree | 12.9 | 12.9 | 14.3 | 11.9 | 10.4 | 12.5 | 13.6* |
| | (12.2,13.6) | (12.2,13.5) | (13.3,15.4) | (10.4,13.6) | (9.1,11.8) | (11.2,14.0) | (5.6,29.4) |
| Don't know | 2.7 | 2.7 | 3.7 | 2.1 | 2.0 | 1.7 | 2.5* |
| | (2.4,3.0) | (2.4,3.0) | (3.2,4.2) | (1.6,2.8) | (1.7,2.5) | (1.1,2.6) | (0.4,12.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56h.2**
*Assessment of Immediate Supervisor's Skills--Building: By Paygrade and Gender*

56h. How much do you agree or disagree with each of the following statements about your immediate supervisor? Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 561 | 190 | 58 | 69 | 723 | 137 |
| Responding on Item | 46,093 | 28,839 | 5,660 | 5,358 | 73,258 | 12,608 |
| Strongly agree | 14.6 | 16.6 | 15.2 | 17.9 | 15.7 | 14.3 |
| | *(13.5,15.8)* | *(15.5,17.7)* | *(13.7,16.9)* | *(15.8,20.2)* | *(14.9,16.7)* | *(12.5,16.4)* |
| Agree | 28.8 | 34.7 | 32.8 | 34.9 | 31.9 | 28.6 |
| | *(27.6,30.0)* | *(33.2,36.3)* | *(28.8,37.1)* | *(31.5,38.5)* | *(30.9,32.9)* | *(26.5,30.8)* |
| Neither agree nor disagree | 26.0 | 22.4 | 20.9 | 20.3 | 24.3 | 22.9 |
| | *(25.0,26.9)* | *(21.2,23.7)* | *(17.4,24.8)* | *(18.6,22.1)* | *(23.6,25.1)* | *(20.8,25.2)* |
| Disagree | 12.6 | 13.6 | 18.2 | 14.4 | 13.2 | 14.5 |
| | *(11.7,13.6)* | *(12.5,14.9)* | *(15.7,21.0)* | *(12.3,16.8)* | *(12.5,14.0)* | *(12.9,16.2)* |
| Strongly disagree | 14.1 | 11.3 | 11.9 | 12.1 | 12.3 | 16.4 |
| | *(13.1,15.0)* | *(10.2,12.4)* | *(9.8,14.3)* | *(9.8,14.8)* | *(11.6,13.0)* | *(14.4,18.7)* |
| Don't know | 4.0 | 1.3 | 1.0 | 0.4* | 2.6 | 3.2 |
| | *(3.5,4.5)* | *(1.0,1.8)* | *(0.7,1.5)* | *(0.2,1.1)* | *(2.3,2.9)* | *(2.2,4.7)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56h.3**

*Assessment of Immediate Supervisor's Skills--Building:  By Retirement/Separation*

56h.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 16 | 265 | 62 | 231 | 58 | 228 |
| Responding on Item | 3,871 | 17,705 | 4,484 | 23,402 | 6,378 | 29,963 |
| Strongly agree | 18.1 | 15.0 | 21.0 | 15.3 | 16.6 | 14.6 |
| | (16.0,20.4) | (13.2,17.0) | (18.3,24.0) | (13.6,17.2) | (13.1,20.9) | (13.7,15.5) |
| Agree | 37.7 | 26.5 | 29.0 | 31.1 | 38.2 | 32.6 |
| | (32.7,43.0) | (24.1,29.0) | (26.5,31.8) | (29.4,32.8) | (36.3,40.2) | (31.4,33.9) |
| Neither agree nor disagree | 20.4 | 23.6 | 23.5 | 25.2 | 20.4 | 24.9 |
| | (17.0,24.4) | (21.8,25.5) | (21.0,26.2) | (23.6,26.8) | (17.5,23.6) | (23.5,26.4) |
| Disagree | 10.3 | 15.0 | 12.5 | 12.5 | 15.6 | 13.3 |
| | (7.9,13.3) | (13.5,16.7) | (10.1,15.4) | (11.0,14.1) | (13.4,18.0) | (12.2,14.4) |
| Strongly disagree | 13.0 | 17.2 | 12.9 | 12.0 | 7.9 | 12.1 |
| | (9.7,17.0) | (15.2,19.4) | (10.5,15.7) | (10.2,14.0) | (6.1,10.2) | (11.0,13.4) |
| Don't know | 0.5* | 2.7 | 1.0 | 4.0 | 1.3* | 2.5 |
| | (0.2,1.7) | (2.0,3.7) | (0.7,1.5) | (3.0,5.4) | (0.6,2.6) | (2.1,2.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56i.1**
*Assessment of Immediate Supervisor's Skills--Learning: By Service*

56i.  How much do you agree or disagree with each of the following statements about your immediate supervisor?   Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,042 | 1,042 | 525 | 316 | 72 | 129 | 0 |
| Responding on Item | 85,836 | 84,950 | 36,837 | 19,116 | 11,366 | 17,631 | 886 |
| Strongly agree | 17.3 | 17.3 | 16.1 | 15.8 | 19.7 | 19.8 | 19.8 |
| | (16.5,18.1) | (16.5,18.1) | (14.8,17.4) | (14.3,17.4) | (18.6,20.9) | (17.7,22.1) | (15.0,25.6) |
| Agree | 35.5 | 35.5 | 32.9 | 36.9 | 34.8 | 39.6 | 37.0 |
| | (34.4,36.6) | (34.4,36.5) | (31.0,34.9) | (35.3,38.4) | (33.3,36.3) | (37.1,42.2) | (31.5,43.0) |
| Neither agree nor disagree | 22.0 | 22.1 | 23.3 | 23.3 | 21.8 | 18.2 | 19.8 |
| | (21.2,22.9) | (21.2,22.9) | (21.9,24.9) | (21.7,25.0) | (20.5,23.1) | (16.8,19.8) | (19.3,20.2) |
| Disagree | 11.5 | 11.5 | 11.7 | 12.1 | 11.5 | 10.2 | 12.3 |
| | (10.9,12.0) | (10.9,12.0) | (11.1,12.4) | (11.0,13.3) | (10.2,12.9) | (8.6,12.1) | (8.5,17.7) |
| Strongly disagree | 11.4 | 11.4 | 12.6 | 10.4 | 10.5 | 10.7 | 9.9 |
| | (10.7,12.1) | (10.7,12.2) | (11.2,14.1) | (9.5,11.5) | (9.3,11.8) | (9.4,12.1) | (6.1,15.5) |
| Don't know | 2.3 | 2.3 | 3.3 | 1.5 | 1.8 | 1.5 | 1.2* |
| | (2.1,2.6) | (2.1,2.6) | (2.8,3.9) | (1.1,2.0) | (1.4,2.2) | (1.1,2.1) | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56i.2**

*Assessment of Immediate Supervisor's Skills--Learning: By Paygrade and Gender*

56i. How much do you agree or disagree with each of the following statements about your immediate supervisor? Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 664 | 231 | 58 | 91 | 881 | 145 |
| Responding on Item | 45,990 | 28,798 | 5,660 | 5,336 | 73,100 | 12,600 |
| Strongly agree | 15.6 | 19.3 | 18.4 | 20.2 | 17.5 | 15.9 |
| | *(14.5,16.7)* | *(18.0,20.6)* | *(16.8,20.2)* | *(17.6,23.1)* | *(16.7,18.5)* | *(13.8,18.2)* |
| Agree | 32.5 | 38.0 | 40.7 | 42.9 | 35.9 | 33.2 |
| | *(30.7,34.3)* | *(36.6,39.4)* | *(37.7,43.6)* | *(38.3,47.6)* | *(34.7,37.1)* | *(31.1,35.4)* |
| Neither agree nor disagree | 24.3 | 20.0 | 16.9 | 18.1 | 22.3 | 20.8 |
| | *(23.0,25.7)* | *(18.6,21.5)* | *(14.8,19.3)* | *(16.9,19.4)* | *(21.4,23.1)* | *(18.7,23.1)* |
| Disagree | 11.5 | 11.5 | 14.0 | 8.5 | 11.2 | 13.3 |
| | *(10.7,12.3)* | *(10.7,12.4)* | *(11.7,16.6)* | *(7.3,10.0)* | *(10.6,11.7)* | *(11.6,15.1)* |
| Strongly disagree | 12.7 | 10.1 | 9.2 | 9.6 | 10.9 | 14.2 |
| | *(11.6,13.9)* | *(9.3,10.8)* | *(7.0,12.2)* | *(7.7,11.9)* | *(10.1,11.8)* | *(12.7,15.9)* |
| Don't know | 3.5 | 1.1 | 0.8* | 0.6* | 2.3 | 2.6 |
| | *(3.0,4.0)* | *(0.9,1.5)* | *(0.4,1.4)* | *(0.3,1.4)* | *(2.0,2.6)* | *(1.9,3.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56i.3**

*Assessment of Immediate Supervisor's Skills--Learning: By Retirement/Separation*

56i. How much do you agree or disagree with each of the following statements about your immediate supervisor?  Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 16 | 237 | 65 | 366 | 101 | 241 |
| Responding on Item | 3,871 | 17,733 | 4,481 | 23,267 | 6,335 | 29,950 |
| Strongly agree | 21.5 | 16.2 | 21.4 | 16.6 | 20.1 | 16.7 |
| | (19.7,23.5) | (14.6,18.0) | (18.5,24.7) | (15.1,18.2) | (16.9,23.6) | (15.6,17.9) |
| Agree | 43.7 | 30.7 | 37.8 | 34.1 | 40.5 | 36.8 |
| | (37.8,49.7) | (28.2,33.3) | (33.8,42.0) | (32.1,36.1) | (36.5,44.7) | (35.2,38.5) |
| Neither agree nor disagree | 17.7 | 21.1 | 21.1 | 24.5 | 19.2 | 22.0 |
| | (13.6,22.7) | (19.3,23.1) | (18.3,24.2) | (23.0,26.1) | (15.9,22.9) | (20.7,23.3) |
| Disagree | 8.1 | 13.5 | 8.9 | 10.9 | 10.6 | 11.7 |
| | (5.8,11.2) | (11.8,15.5) | (6.7,11.8) | (9.8,12.1) | (9.0,12.4) | (10.7,12.8) |
| Strongly disagree | 8.8 | 16.1 | 10.0 | 10.4 | 8.6 | 10.6 |
| | (6.6,11.7) | (14.3,18.1) | (8.4,12.0) | (9.3,11.6) | (7.0,10.6) | (9.7,11.5) |
| Don't know | 0.2* | 2.3 | 0.7* | 3.5 | 1.1* | 2.2 |
| | (0.1,0.5) | (1.8,3.0) | (0.3,2.0) | (2.8,4.3) | (0.5,2.3) | (1.8,2.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56j.1**

*Assessment of Immediate Supervisor's Skills--Planning and Organizing: By Service*

56j.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Planning and Organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,219 | 1,208 | 532 | 378 | 119 | 179 | | 11 |
| Responding on Item | 85,659 | 84,784 | 36,830 | 19,054 | 11,319 | 17,581 | | 875 |
| Strongly agree | 16.3 | 16.3 | 15.8 | 15.1 | 18.3 | 17.5 | | 15.0 |
| | *(15.4,17.3)* | *(15.4,17.3)* | *(14.2,17.6)* | *(13.8,16.6)* | *(17.2,19.5)* | *(15.5,19.7)* | | *(10.7,20.6)* |
| Agree | 33.0 | 33.0 | 28.8 | 35.4 | 34.4 | 38.1 | | 36.3 |
| | *(32.1,34.0)* | *(32.1,33.9)* | *(27.7,30.1)* | *(32.9,38.1)* | *(32.6,36.3)* | *(36.0,40.2)* | | *(29.2,43.9)* |
| Neither agree nor disagree | 22.5 | 22.5 | 24.2 | 22.3 | 22.3 | 19.1 | | 23.8 |
| | *(21.8,23.2)* | *(21.8,23.2)* | *(23.2,25.1)* | *(20.3,24.5)* | *(21.0,23.8)* | *(17.8,20.5)* | | *(13.8,37.8)* |
| Disagree | 13.1 | 13.1 | 14.0 | 13.0 | 12.3 | 11.9 | | 13.8 |
| | *(12.3,14.1)* | *(12.2,14.1)* | *(12.9,15.3)* | *(11.1,15.2)* | *(10.6,14.1)* | *(9.5,14.8)* | | *(11.5,16.4)* |
| Strongly disagree | 12.4 | 12.4 | 13.5 | 12.3 | 10.5 | 11.5 | | 11.3 |
| | *(11.8,13.0)* | *(11.8,13.0)* | *(12.7,14.3)* | *(11.2,13.5)* | *(9.2,11.9)* | *(9.6,13.8)* | | *(9.0,14.0)* |
| Don't know | 2.7 | 2.7 | 3.7 | 1.8 | 2.2 | 1.9 | | 0.0 |
| | *(2.3,3.0)* | *(2.4,3.0)* | *(3.1,4.3)* | *(1.3,2.6)* | *(1.8,2.6)* | *(1.3,2.7)* | | *(N/A,N/A)* |

N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 56j.2**

*Assessment of Immediate Supervisor's Skills--Planning and Organizing:  By Paygrade and Gender*

56j.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Planning and Organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 733 | 312 | 63 | 111 | 983 | 219 |
| Responding on Item | 45,921 | 28,717 | 5,655 | 5,316 | 72,998 | 12,526 |
| Strongly agree | 14.9 | 17.7 | 18.8 | 18.3 | 16.6 | 15.1 |
| | *(13.5,16.4)* | *(16.5,19.0)* | *(16.8,21.0)* | *(16.9,19.8)* | *(15.5,17.7)* | *(13.4,16.9)* |
| Agree | 28.5 | 37.2 | 38.6 | 43.9 | 33.4 | 30.8 |
| | *(27.3,29.7)* | *(35.7,38.8)* | *(34.4,42.9)* | *(38.8,49.2)* | *(32.4,34.4)* | *(28.8,33.0)* |
| Neither agree nor disagree | 25.2 | 20.6 | 17.1 | 14.7 | 22.4 | 22.6 |
| | *(24.2,26.1)* | *(19.3,22.0)* | *(14.4,20.3)* | *(12.8,16.9)* | *(21.7,23.2)* | *(20.5,24.8)* |
| Disagree | 13.6 | 12.4 | 14.1 | 11.9 | 12.9 | 14.2 |
| | *(12.3,15.0)* | *(11.2,13.8)* | *(12.2,16.3)* | *(10.2,14.0)* | *(12.0,13.9)* | *(11.9,16.8)* |
| Strongly disagree | 14.0 | 10.6 | 10.8 | 9.9 | 11.9 | 15.0 |
| | *(13.2,14.9)* | *(9.6,11.7)* | *(8.8,13.2)* | *(7.4,13.1)* | *(11.3,12.6)* | *(13.1,17.0)* |
| Don't know | 3.9 | 1.4 | 0.5* | 1.2* | 2.7 | 2.3 |
| | *(3.3,4.5)* | *(1.1,1.9)* | *(0.2,1.1)* | *(0.5,2.6)* | *(2.4,3.1)* | *(1.8,3.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56j.3**

*Assessment of Immediate Supervisor's Skills--Planning and Organizing: By Retirement/Separation*

56j. How much do you agree or disagree with each of the following statements about your immediate supervisor? Planning and Organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 16 | 278 | 108 | 381 | 80 | 340 |
| Responding on Item | 3,871 | 17,692 | 4,438 | 23,252 | 6,356 | 29,851 |
| Strongly agree | 18.1 | 14.7 | 20.2 | 16.5 | 19.2 | 15.8 |
| | *(15.7,20.8)* | *(12.8,16.8)* | *(17.2,23.5)* | *(14.7,18.5)* | *(15.8,23.0)* | *(14.5,17.1)* |
| Agree | 42.8 | 29.6 | 39.5 | 32.0 | 40.5 | 31.9 |
| | *(36.9,48.9)* | *(27.4,32.0)* | *(34.2,45.0)* | *(30.3,33.8)* | *(34.6,46.6)* | *(30.5,33.3)* |
| Neither agree nor disagree | 19.0 | 21.2 | 16.5 | 23.7 | 18.2 | 24.5 |
| | *(15.0,23.7)* | *(19.5,23.1)* | *(13.3,20.3)* | *(22.4,25.2)* | *(15.1,21.8)* | *(23.3,25.8)* |
| Disagree | 10.9 | 15.3 | 11.7 | 13.3 | 11.5 | 12.7 |
| | *(7.2,16.0)* | *(12.8,18.1)* | *(9.5,14.3)* | *(11.9,14.8)* | *(9.8,13.3)* | *(11.5,14.0)* |
| Strongly disagree | 9.0 | 16.6 | 11.4 | 10.9 | 8.8 | 12.4 |
| | *(6.9,11.6)* | *(14.2,19.1)* | *(8.7,14.9)* | *(9.5,12.4)* | *(6.8,11.2)* | *(11.1,13.9)* |
| Don't know | 0.3* | 2.7 | 0.7* | 3.6 | 1.9* | 2.7 |
| | *(0.1,0.6)* | *(2.2,3.3)* | *(0.2,2.1)* | *(3.1,4.1)* | *(1.0,3.6)* | *(2.1,3.4)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56k.1**
*Assessment of Immediate Supervisor's Skills--Executing:  By Service*

56k.  How much do you agree or disagree with each of the following statements about your immediate supervisor?   Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,433 | 1,422 | 740 | 374 | 134 | 174 | | 11 |
| Responding on Item | 85,445 | 84,570 | 36,622 | 19,058 | 11,304 | 17,586 | | 875 |
| Strongly agree | 18.6 | 18.6 | 17.8 | 17.1 | 20.7 | 20.6 | | 21.3 |
| | *(17.9,19.4)* | *(17.9,19.3)* | *(16.7,18.9)* | *(15.6,18.7)* | *(19.4,22.1)* | *(18.6,22.6)* | | *(14.8,29.5)* |
| Agree | 36.4 | 36.4 | 33.5 | 37.1 | 38.6 | 40.1 | | 35.0 |
| | *(35.4,37.3)* | *(35.4,37.3)* | *(32.1,35.0)* | *(35.2,39.1)* | *(37.0,40.2)* | *(37.5,42.8)* | | *(30.2,40.1)* |
| Neither agree nor disagree | 22.7 | 22.7 | 24.1 | 24.7 | 21.4 | 18.3 | | 21.3 |
| | *(21.8,23.5)* | *(21.9,23.5)* | *(22.9,25.4)* | *(22.6,26.9)* | *(19.7,23.2)* | *(16.8,19.9)* | | *(18.9,23.8)* |
| Disagree | 10.3 | 10.3 | 10.5 | 11.0 | 9.3 | 9.5 | | 12.5 |
| | *(9.6,11.0)* | *(9.6,11.0)* | *(9.4,11.8)* | *(9.5,12.7)* | *(8.3,10.4)* | *(8.1,11.3)* | | *(8.4,18.3)* |
| Strongly disagree | 9.6 | 9.6 | 10.6 | 8.6 | 7.9 | 9.4 | | 10.0 |
| | *(9.0,10.2)* | *(8.9,10.2)* | *(9.7,11.7)* | *(7.5,9.9)* | *(6.8,9.2)* | *(7.9,11.1)* | | *(6.1,16.0)* |
| Don't know | 2.5 | 2.5 | 3.5 | 1.5 | 2.0 | 2.0 | | 0.0 |
| | *(2.2,2.9)* | *(2.2,2.9)* | *(2.9,4.2)* | *(1.0,2.2)* | *(1.6,2.5)* | *(1.4,2.9)* | | *(N/A,N/A)* |

N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 56k.2**
*Assessment of Immediate Supervisor's Skills--Executing:  By Paygrade and Gender*

56k.  How much do you agree or disagree with each of the following statements about your immediate supervisor?  Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 912 | 310 | 85 | 128 | 1,253 | 164 |
| Responding on Item | 45,742 | 28,719 | 5,633 | 5,299 | 72,728 | 12,581 |
| Strongly agree | 17.3 | 19.6 | 21.9 | 21.4 | 18.9 | 17.1 |
| | (16.3,18.3) | (18.2,21.1) | (19.7,24.2) | (18.7,24.4) | (18.1,19.8) | (15.4,19.0) |
| Agree | 32.4 | 40.1 | 42.8 | 44.3 | 36.7 | 34.6 |
| | (31.1,33.7) | (38.6,41.6) | (38.8,46.9) | (39.1,49.6) | (35.6,37.7) | (32.6,36.7) |
| Neither agree nor disagree | 25.7 | 20.2 | 15.9 | 16.8 | 22.7 | 22.2 |
| | (24.6,26.9) | (18.7,21.8) | (13.0,19.2) | (14.7,19.1) | (21.9,23.6) | (20.1,24.6) |
| Disagree | 10.4 | 10.2 | 10.7 | 9.4 | 10.2 | 10.6 |
| | (9.4,11.5) | (9.1,11.4) | (8.5,13.2) | (6.6,13.2) | (9.5,11.1) | (9.3,12.1) |
| Strongly disagree | 10.6 | 8.5 | 8.3 | 7.4 | 9.1 | 12.1 |
| | (9.7,11.5) | (7.6,9.6) | (6.6,10.5) | (5.7,9.6) | (8.5,9.8) | (10.5,14.0) |
| Don't know | 3.7 | 1.4 | 0.5* | 0.7* | 2.3 | 3.3 |
| | (3.1,4.3) | (1.0,1.9) | (0.3,1.0) | (0.3,1.5) | (2.0,2.7) | (2.3,4.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56k.3**

*Assessment of Immediate Supervisor's Skills--Executing: By Retirement/Separation*

56k. How much do you agree or disagree with each of the following statements about your immediate supervisor? Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 16 | 315 | 102 | 430 | 101 | 452 |
| Responding on Item | 3,871 | 17,655 | 4,444 | 23,203 | 6,335 | 29,739 |
| Strongly agree | 19.0 | 17.8 | 21.7 | 18.5 | 20.1 | 18.4 |
| | (16.0,22.4) | (16.2,19.5) | (19.3,24.4) | (17.0,20.0) | (16.3,24.4) | (17.2,19.5) |
| Agree | 46.6 | 31.6 | 38.6 | 35.5 | 43.8 | 36.6 |
| | (42.1,51.1) | (29.0,34.2) | (35.0,42.3) | (33.9,37.2) | (39.1,48.6) | (35.0,38.1) |
| Neither agree nor disagree | 17.6 | 21.7 | 19.3 | 24.0 | 17.7 | 24.5 |
| | (15.2,20.3) | (19.9,23.7) | (17.1,21.6) | (22.5,25.4) | (14.8,21.2) | (22.6,26.5) |
| Disagree | 8.8 | 12.8 | 10.4 | 9.9 | 10.3 | 9.3 |
| | (6.1,12.5) | (10.9,15.0) | (8.4,12.8) | (8.7,11.3) | (8.3,12.8) | (8.5,10.1) |
| Strongly disagree | 7.8 | 13.3 | 9.1 | 8.5 | 6.5 | 9.1 |
| | (5.9,10.2) | (11.3,15.6) | (6.9,11.8) | (7.1,10.1) | (5.1,8.2) | (7.9,10.6) |
| Don't know | 0.2* | 2.8 | 0.9* | 3.6 | 1.6* | 2.2 |
| | (0.1,0.6) | (2.2,3.5) | (0.4,2.3) | (2.7,4.8) | (0.8,3.1) | (1.8,2.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56l.1**

*Assessment of Immediate Supervisor's Skills--Assessing:  By Service*

56l.  How much do you agree or disagree with each of the following statements about your immediate supervisor?   Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in progress reviews and after action reviews, takes time to find out what subordinate units are doing)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | **Total** | **Army** | **Navy** | **Marine Corps** | **Air Force** | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 3,472 | 3,462 | 1,834 | 767 | 391 | 470 | 11 |
| Responding on Item | 83,406 | 82,530 | 35,528 | 18,665 | 11,047 | 17,290 | 875 |
| Strongly agree | 16.2 | 16.2 | 15.6 | 14.2 | 19.0 | 18.0 | 15.0 |
| | *(15.5,16.9)* | *(15.5,16.9)* | *(14.8,16.4)* | *(12.4,16.1)* | *(17.5,20.5)* | *(16.4,19.6)* | *(14.3,15.8)* |
| Agree | 33.3 | 33.3 | 30.8 | 36.3 | 33.7 | 35.0 | 35.0 |
| | *(32.5,34.2)* | *(32.5,34.1)* | *(29.9,31.8)* | *(34.5,38.2)* | *(31.9,35.6)* | *(32.7,37.3)* | *(20.9,52.3)* |
| Neither agree nor disagree | 23.1 | 23.1 | 24.0 | 23.0 | 23.3 | 21.2 | 21.3 |
| | *(22.1,24.1)* | *(22.1,24.1)* | *(22.3,25.8)* | *(21.0,25.1)* | *(21.3,25.5)* | *(19.5,23.1)* | *(15.6,28.3)* |
| Disagree | 12.4 | 12.4 | 12.5 | 13.2 | 11.0 | 12.2 | 15.0 |
| | *(11.6,13.3)* | *(11.5,13.3)* | *(11.1,14.0)* | *(11.3,15.3)* | *(9.8,12.4)* | *(10.6,13.9)* | *(14.3,15.8)* |
| Strongly disagree | 11.9 | 11.9 | 13.0 | 11.4 | 10.3 | 11.5 | 12.5* |
| | *(11.4,12.5)* | *(11.4,12.5)* | *(12.3,13.7)* | *(10.1,12.7)* | *(9.0,11.8)* | *(10.0,13.1)* | *(5.9,24.6)* |
| Don't know | 3.0 | 3.1 | 4.2 | 2.0 | 2.7 | 2.2 | 1.3* |
| | *(2.8,3.3)* | *(2.8,3.4)* | *(3.8,4.6)* | *(1.3,2.9)* | *(2.4,3.0)* | *(1.6,2.9)* | *(0.2,6.7)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 56l.2**

*Assessment of Immediate Supervisor's Skills--Assessing:  By Paygrade and Gender*

56l.  How much do you agree or disagree with each of the following statements about your immediate supervisor?   Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in progress reviews and after action reviews, takes time to find out what subordinate units are doing)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 2,123 | 935 | 195 | 215 | 2,934 | 506 |
| Responding on Item | 44,531 | 28,094 | 5,523 | 5,212 | 71,047 | 12,239 |
| Strongly agree | 15.3 | 17.6 | 16.0 | 16.9 | 16.5 | 14.5 |
| | (14.5,16.1) | (16.2,19.0) | (13.9,18.3) | (13.0,21.8) | (15.8,17.3) | (12.7,16.4) |
| Agree | 30.0 | 36.2 | 39.8 | 40.0 | 34.0 | 29.8 |
| | (29.1,31.0) | (34.9,37.4) | (35.3,44.5) | (33.6,46.7) | (33.1,34.9) | (27.6,32.1) |
| Neither agree nor disagree | 25.8 | 20.7 | 17.5 | 18.9 | 23.1 | 23.3 |
| | (24.2,27.4) | (19.3,22.1) | (15.5,19.7) | (16.2,21.9) | (22.0,24.2) | (20.9,25.9) |
| Disagree | 11.6 | 13.2 | 14.1 | 12.8 | 12.0 | 14.4 |
| | (10.3,13.2) | (12.0,14.4) | (11.8,16.8) | (10.4,15.7) | (11.1,13.0) | (12.9,16.0) |
| Strongly disagree | 12.9 | 10.7 | 12.2 | 9.9 | 11.5 | 14.6 |
| | (12.2,13.7) | (9.8,11.7) | (10.0,14.9) | (7.2,13.4) | (10.9,12.1) | (12.9,16.4) |
| Don't know | 4.4 | 1.7 | 0.4* | 1.5* | 3.0 | 3.5 |
| | (4.0,4.8) | (1.2,2.4) | (0.2,0.8) | (0.8,2.9) | (2.7,3.3) | (2.8,4.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

# Table 56l.3
*Assessment of Immediate Supervisor's Skills--Assessing:  By Retirement/Separation*

56l.  How much do you agree or disagree with each of the following statements about your immediate supervisor?   Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in progress reviews and after action reviews, takes time to find out what subordinate units are doing)

*The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 118 | 681 | 279 | 1,221 | 196 | 924 |
| Responding on Item | 3,769 | 17,289 | 4,267 | 22,412 | 6,240 | 29,267 |
| Strongly agree | 17.3 | 16.0 | 17.9 | 15.6 | 18.0 | 15.9 |
| | (14.9,19.9) | (14.3,17.9) | (14.9,21.4) | (14.5,16.9) | (14.6,21.9) | (14.9,17.0) |
| Agree | 38.7 | 28.1 | 36.7 | 33.9 | 39.0 | 33.6 |
| | (34.6,42.9) | (25.8,30.4) | (31.1,42.7) | (32.4,35.4) | (35.1,43.1) | (32.3,34.9) |
| Neither agree nor disagree | 21.0 | 22.6 | 20.8 | 23.9 | 17.8 | 24.6 |
| | (16.1,26.9) | (20.6,24.7) | (17.9,24.1) | (22.0,25.9) | (14.0,22.3) | (23.0,26.2) |
| Disagree | 10.7 | 13.0 | 13.2 | 12.0 | 14.9 | 12.0 |
| | (7.6,14.9) | (11.7,14.4) | (10.1,17.0) | (9.5,15.0) | (11.7,18.7) | (11.2,12.8) |
| Strongly disagree | 11.0 | 17.5 | 10.1 | 10.7 | 8.1 | 10.8 |
| | (8.0,14.8) | (15.8,19.3) | (7.2,14.0) | (9.6,11.9) | (5.9,10.9) | (9.8,12.0) |
| Don't know | 1.4* | 2.9 | 1.3* | 4.0 | 2.2* | 3.1 |
| | (0.5,3.8) | (2.1,3.9) | (0.6,2.7) | (3.3,4.9) | (1.1,4.6) | (2.7,3.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 57.1**
*Life Better or Worse Than Expected: By Service*

57. In general, has your life been better or worse than you expected when you first entered the military?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,506 | 1,496 | 937 | 348 | 117 | 94 | 11 |
| Responding on Item | 85,372 | 84,496 | 36,425 | 19,084 | 11,321 | 17,666 | 875 |
| Much better | 13.0 | 13.1 | 11.2 | 13.4 | 12.8 | 16.5 | 10.0* |
| | *(12.2,13.8)* | *(12.3,13.9)* | *(10.0,12.6)* | *(11.7,15.3)* | *(11.4,14.3)* | *(14.8,18.4)* | *(3.6,25.0)* |
| Somewhat better | 22.8 | 22.8 | 22.3 | 22.3 | 21.4 | 25.1 | 23.8 |
| | *(22.0,23.6)* | *(21.9,23.6)* | *(21.6,23.1)* | *(20.6,24.1)* | *(19.0,24.0)* | *(22.5,27.8)* | *(22.5,25.1)* |
| About what you expected | 29.2 | 29.0 | 27.1 | 28.6 | 30.0 | 32.8 | 42.5 |
| | *(28.2,30.1)* | *(28.1,30.0)* | *(25.8,28.6)* | *(26.4,30.9)* | *(27.4,32.7)* | *(31.0,34.7)* | *(39.7,45.4)* |
| Somewhat worse | 20.0 | 20.1 | 21.2 | 21.2 | 20.9 | 16.2 | 12.5 |
| | *(18.7,21.5)* | *(18.7,21.6)* | *(18.4,24.3)* | *(18.8,23.8)* | *(19.8,22.0)* | *(15.0,17.4)* | *(11.9,13.1)* |
| Much worse | 13.4 | 13.4 | 16.5 | 12.5 | 13.7 | 8.0 | 11.3* |
| | *(12.8,14.1)* | *(12.8,14.1)* | *(15.5,17.6)* | *(11.2,14.0)* | *(12.5,14.9)* | *(6.5,9.8)* | *(6.1,19.9)* |
| Don't remember | 1.6 | 1.6 | 1.6 | 2.0 | 1.3 | 1.4 | 0.0 |
| | *(1.3,1.9)* | *(1.3,1.9)* | *(1.2,2.1)* | *(1.4,2.8)* | *(0.9,1.8)* | *(0.9,2.3)* | *(N/A,N/A)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 57.2**
*Life Better or Worse Than Expected:  By Paygrade and Gender*

57.  In general, has your life been better or worse than you expected when you first entered the military?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,123 | 349 | 31 | 7 | 1,337 | 159 |
| Responding on Item | 45,531 | 28,680 | 5,687 | 5,420 | 72,644 | 12,586 |
| Much better | 8.5 | 18.7 | 11.5 | 22.9 | 12.7 | 14.7 |
| | *(7.5,9.7)* | *(17.2,20.1)* | *(8.3,15.7)* | *(21.1,24.9)* | *(11.9,13.6)* | *(12.9,16.8)* |
| Somewhat better | 21.2 | 25.3 | 16.7 | 29.5 | 22.5 | 24.2 |
| | *(20.2,22.1)* | *(23.8,26.8)* | *(13.9,19.8)* | *(24.8,34.7)* | *(21.7,23.4)* | *(22.1,26.5)* |
| About what you expected | 25.4 | 31.6 | 41.3 | 34.9 | 29.5 | 27.7 |
| | *(24.0,26.9)* | *(30.3,32.9)* | *(37.9,44.8)* | *(30.1,39.9)* | *(28.4,30.6)* | *(25.7,29.7)* |
| Somewhat worse | 23.7 | 16.1 | 21.3 | 8.7 | 20.1 | 19.6 |
| | *(21.3,26.3)* | *(14.8,17.5)* | *(18.3,24.5)* | *(6.8,11.0)* | *(18.5,21.8)* | *(17.9,21.3)* |
| Much worse | 19.4 | 6.8 | 8.9 | 3.2 | 13.6 | 12.4 |
| | *(18.3,20.6)* | *(6.2,7.4)* | *(7.5,10.4)* | *(2.3,4.5)* | *(12.9,14.4)* | *(11.2,13.7)* |
| Don't remember | 1.8 | 1.6 | 0.4* | 0.9* | 1.6 | 1.5 |
| | *(1.4,2.3)* | *(1.2,2.1)* | *(0.2,1.2)* | *(0.4,1.8)* | *(1.3,2.0)* | *(1.0,2.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 57.3**
*Life Better or Worse Than Expected: By Retirement/Separation*

57. In general, has your life been better or worse than you expected when you first entered the military?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 29 | 399 | 37 | 421 | 36 | 572 |
| Responding on Item | 3,858 | 17,571 | 4,509 | 23,212 | 6,400 | 29,619 |
| Much better | 25.2 | 7.9 | 32.5 | 10.7 | 25.0 | 10.8 |
| | (21.0,29.9) | (6.8,9.2) | (27.3,38.1) | (9.0,12.6) | (21.9,28.4) | (9.8,11.8) |
| Somewhat better | 22.8 | 17.9 | 32.2 | 22.2 | 30.1 | 23.0 |
| | (18.3,28.1) | (16.1,19.9) | (26.0,39.1) | (20.9,23.6) | (26.9,33.4) | (21.3,24.8) |
| About what you expected | 39.9 | 25.5 | 24.2 | 30.1 | 31.4 | 29.5 |
| | (36.5,43.4) | (23.7,27.4) | (21.6,27.0) | (27.5,32.8) | (28.0,35.1) | (27.9,31.2) |
| Somewhat worse | 8.0 | 25.5 | 6.8 | 20.2 | 9.8 | 22.5 |
| | (5.5,11.6) | (23.9,27.2) | (5.5,8.4) | (18.0,22.7) | (7.6,12.5) | (20.5,24.6) |
| Much worse | 3.5 | 22.2 | 2.2 | 15.1 | 2.5 | 12.2 |
| | (2.2,5.5) | (19.9,24.8) | (1.5,3.2) | (13.5,16.9) | (1.6,4.1) | (11.2,13.3) |
| Don't remember | 0.6* | 0.9 | 2.1* | 1.7 | 1.2 | 2.1 |
| | (0.2,1.7) | (0.6,1.3) | (0.9,4.8) | (1.3,2.2) | (0.8,1.9) | (1.6,2.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 58.1**
*Work Better or Worse Than Expected: By Service*

58. In general, has your work been better or worse than you expected when you first entered the military?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 923 | 923 | 555 | 191 | 57 | 119 | 0 |
| Responding on Item | 85,955 | 85,069 | 36,807 | 19,241 | 11,381 | 17,641 | 886 |
| Much better | 13.4 | 13.4 | 12.0 | 14.5 | 13.3 | 15.0 | 13.6 |
| | *(12.8,14.0)* | *(12.8,14.0)* | *(11.4,12.6)* | *(13.2,15.8)* | *(11.6,15.2)* | *(13.1,17.1)* | *(11.0,16.6)* |
| Somewhat better | 20.6 | 20.6 | 19.3 | 20.6 | 23.4 | 21.6 | 18.5* |
| | *(19.5,21.8)* | *(19.5,21.8)* | *(17.3,21.4)* | *(18.0,23.5)* | *(21.9,25.0)* | *(19.9,23.5)* | *(9.1,33.9)* |
| About what you expected | 27.2 | 27.0 | 27.3 | 27.5 | 28.2 | 25.3 | 43.2 |
| | *(26.2,28.2)* | *(26.0,28.1)* | *(25.6,29.1)* | *(25.2,30.0)* | *(26.7,29.7)* | *(23.6,26.9)* | *(32.7,54.4)* |
| Somewhat worse | 20.9 | 20.9 | 21.3 | 20.3 | 18.4 | 22.5 | 14.8 |
| | *(20.1,21.7)* | *(20.1,21.8)* | *(20.3,22.3)* | *(18.8,21.8)* | *(16.8,20.2)* | *(19.9,25.4)* | *(14.5,15.2)* |
| Much worse | 16.3 | 16.3 | 18.2 | 15.5 | 15.1 | 14.1 | 9.9 |
| | *(15.4,17.1)* | *(15.5,17.2)* | *(17.5,18.9)* | *(13.6,17.8)* | *(13.7,16.6)* | *(11.6,17.1)* | *(6.1,15.5)* |
| Don't remember | 1.7 | 1.7 | 1.9 | 1.6 | 1.6 | 1.5 | 0.0 |
| | *(1.4,2.1)* | *(1.4,2.1)* | *(1.4,2.7)* | *(1.1,2.3)* | *(1.1,2.4)* | *(1.0,2.2)* | *(N/A,N/A)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 58.2**
*Work Better or Worse Than Expected: By Paygrade and Gender*

58. In general, has your work been better or worse than you expected when you first entered the military?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 685 | 212 | 9 | 17 | 785 | 121 |
| Responding on Item | 45,969 | 28,817 | 5,709 | 5,410 | 73,196 | 12,624 |
| Much better | 10.2 | 18.0 | 9.1 | 20.4 | 13.0 | 15.4 |
| | *(9.5,10.9)* | *(17.0,19.0)* | *(6.4,12.7)* | *(17.1,24.1)* | *(12.4,13.6)* | *(13.7,17.2)* |
| Somewhat better | 17.7 | 24.3 | 16.4 | 30.3 | 21.1 | 18.2 |
| | *(15.9,19.6)* | *(23.0,25.6)* | *(13.6,19.8)* | *(25.8,35.1)* | *(19.8,22.4)* | *(16.4,20.1)* |
| About what you expected | 26.5 | 27.5 | 28.7 | 29.2 | 27.5 | 25.2 |
| | *(25.1,28.1)* | *(25.9,29.2)* | *(26.5,30.9)* | *(26.5,32.0)* | *(26.4,28.7)* | *(23.4,27.2)* |
| Somewhat worse | 22.3 | 18.0 | 29.2 | 14.5 | 20.5 | 23.0 |
| | *(21.2,23.5)* | *(16.7,19.5)* | *(25.4,33.3)* | *(11.4,18.4)* | *(19.6,21.4)* | *(21.2,25.0)* |
| Much worse | 21.4 | 10.2 | 16.3 | 4.7 | 16.2 | 16.7 |
| | *(20.1,22.8)* | *(9.3,11.3)* | *(14.7,18.0)* | *(2.9,7.6)* | *(15.3,17.1)* | *(15.2,18.2)* |
| Don't remember | 1.9 | 1.9 | 0.3* | 0.9 | 1.7 | 1.5 |
| | *(1.4,2.5)* | *(1.4,2.4)* | *(0.1,0.7)* | *(0.6,1.4)* | *(1.4,2.2)* | *(1.0,2.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 58.3**
*Work Better or Worse Than Expected: By Retirement/Separation*

58. In general, has your work been better or worse than you expected when you first entered the military?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 28 | 377 | 23 | 231 | 6 | 239 |
| Responding on Item | 3,859 | 17,593 | 4,523 | 23,402 | 6,430 | 29,952 |
| Much better | 22.5 | 10.6 | 31.4 | 10.9 | 21.8 | 11.3 |
| | *(19.5,25.8)* | *(9.5,11.8)* | *(27.5,35.7)* | *(9.4,12.5)* | *(18.9,25.0)* | *(10.0,12.6)* |
| Somewhat better | 26.6 | 15.5 | 30.7 | 19.6 | 29.6 | 20.2 |
| | *(22.5,31.2)* | *(13.9,17.2)* | *(25.5,36.5)* | *(18.2,21.1)* | *(26.6,32.7)* | *(17.9,22.7)* |
| About what you expected | 31.5 | 25.5 | 19.9 | 29.7 | 29.4 | 26.3 |
| | *(29.1,34.1)* | *(23.4,27.8)* | *(17.2,22.9)* | *(27.9,31.7)* | *(26.1,32.8)* | *(24.5,28.2)* |
| Somewhat worse | 11.6 | 23.2 | 11.9 | 21.0 | 12.8 | 23.7 |
| | *(8.6,15.6)* | *(21.2,25.4)* | *(8.8,15.9)* | *(19.7,22.3)* | *(10.3,15.8)* | *(21.8,25.8)* |
| Much worse | 7.4 | 23.8 | 4.0 | 16.8 | 4.9 | 16.8 |
| | *(5.2,10.4)* | *(22.0,25.7)* | *(2.5,6.2)* | *(15.0,18.8)* | *(3.2,7.5)* | *(14.9,18.8)* |
| Don't remember | 0.3 | 1.4 | 2.1* | 2.1 | 1.6* | 1.7 |
| | *(0.2,0.5)* | *(0.9,2.1)* | *(0.9,4.6)* | *(1.4,3.0)* | *(0.8,3.0)* | *(1.3,2.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 59.1**
*Advice Member Would Give About Joining the Military: By Service*

59. If someone asked your advice about joining the military, what would you recommend?

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,168 | 2,146 | 976 | 480 | 278 | 412 | | 22 |
| Responding on Item | 84,710 | 83,846 | 36,386 | 18,952 | 11,160 | 17,348 | | 864 |
| I would recommend they join any Service | 26.3 | 26.3 | 29.7 | 29.2 | 30.2 | 13.6 | | 22.8 |
| | (24.9,27.8) | (24.9,27.8) | (26.9,32.7) | (27.1,31.4) | (28.2,32.2) | (11.7,15.7) | | (22.2,23.4) |
| I would recommend they join my Service | 24.6 | 24.5 | 12.2 | 20.6 | 27.1 | 52.7 | | 43.0 |
| | (23.8,25.5) | (23.6,25.3) | (11.4,13.0) | (18.4,22.9) | (24.7,29.7) | (50.3,55.1) | | (32.5,54.2) |
| I would recommend they join the military, | 22.9 | 23.0 | 33.0 | 21.9 | 25.1 | 2.0 | | 8.9* |
| but not my Service | (21.5,24.3) | (21.7,24.5) | (30.2,36.0) | (19.4,24.5) | (23.3,27.0) | (1.4,2.8) | | (3.9,18.9) |
| I would not recommend joining any Service | 26.2 | 26.2 | 25.1 | 28.4 | 17.6 | 31.7 | | 25.3 |
| | (25.2,27.2) | (25.2,27.2) | (23.5,26.7) | (26.8,30.0) | (16.3,19.1) | (28.9,34.7) | | (21.2,29.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 59.2**
*Advice Member Would Give About Joining the Military:  By Paygrade and Gender*

59.  If someone asked your advice about joining the military, what would you recommend?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,297 | 613 | 165 | 96 | 1,714 | 401 |
| Responding on Item | 45,357 | 28,416 | 5,553 | 5,331 | 72,267 | 12,344 |
| I would recommend they join any Service | 23.2 | 30.2 | 29.3 | 28.8 | 26.1 | 27.5 |
| | (20.8,25.7) | (28.9,31.6) | (25.8,33.1) | (26.2,31.4) | (24.5,27.8) | (25.6,29.6) |
| I would recommend they join my Service | 19.1 | 29.1 | 33.6 | 39.2 | 24.3 | 26.8 |
| | (18.0,20.2) | (28.0,30.2) | (29.7,37.7) | (33.8,44.9) | (23.3,25.2) | (24.7,29.0) |
| I would recommend they join the military, but not my Service | 28.0 | 18.4 | 16.0 | 10.2 | 23.1 | 21.9 |
| | (25.5,30.6) | (17.5,19.3) | (14.3,17.9) | (8.3,12.4) | (21.5,24.7) | (20.3,23.5) |
| I would not recommend joining any Service | 29.7 | 22.3 | 21.1 | 21.9 | 26.6 | 23.8 |
| | (28.2,31.4) | (20.8,23.8) | (19.3,23.0) | (18.6,25.6) | (25.4,27.7) | (21.9,25.8) |

**Table 59.3**

*Advice Member Would Give About Joining the Military: By Retirement/Separation*

59. If someone asked your advice about joining the military, what would you recommend?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 37 | 520 | 111 | 700 | 58 | 712 |
| Responding on Item | 3,850 | 17,450 | 4,435 | 22,933 | 6,378 | 29,479 |
| I would recommend they join any Service | 29.7 | 22.3 | 29.2 | 24.7 | 33.1 | 27.6 |
| | *(26.2,33.5)* | *(20.5,24.2)* | *(25.3,33.4)* | *(22.1,27.4)* | *(29.5,36.9)* | *(25.7,29.6)* |
| I would recommend they join my Service | 39.9 | 18.4 | 38.2 | 21.0 | 36.0 | 24.6 |
| | *(34.7,45.3)* | *(16.7,20.3)* | *(35.0,41.5)* | *(19.4,22.7)* | *(32.8,39.2)* | *(23.1,26.3)* |
| I would recommend they join the military, but not my Service | 10.3 | 29.4 | 12.0 | 24.8 | 10.2 | 23.6 |
| | *(8.0,13.3)* | *(27.6,31.3)* | *(8.4,16.8)* | *(22.3,27.4)* | *(7.8,13.1)* | *(21.7,25.6)* |
| I would not recommend joining any Service | 20.0 | 29.8 | 20.6 | 29.6 | 20.8 | 24.2 |
| | *(16.0,24.7)* | *(27.6,32.2)* | *(16.7,25.2)* | *(27.7,31.5)* | *(16.9,25.2)* | *(23.0,25.4)* |

**Table 60a.1**
*Agreement That Member's Missions in the Past 12 Months Were Important to the National Interest:  By Service*

60a.  How much do you agree or disagree with the following statements?  During the past 12 months, the missions I was involved with were important to the national interest

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,070 | 1,070 | 648 | 174 | 94 | 154 | | 0 |
| Responding on Item | 85,808 | 84,922 | 36,714 | 19,258 | 11,344 | 17,606 | | 886 |
| Strongly agree | 16.4 | 16.3 | 12.3 | 18.2 | 13.9 | 23.9 | | 23.5 |
| | *(15.7,17.1)* | *(15.6,17.0)* | *(11.6,13.1)* | *(16.5,20.1)* | *(12.0,16.1)* | *(22.2,25.7)* | | *(20.6,26.6)* |
| Agree | 27.7 | 27.7 | 23.9 | 31.3 | 25.4 | 33.0 | | 30.9 |
| | *(26.8,28.6)* | *(26.8,28.6)* | *(22.8,25.0)* | *(28.7,34.1)* | *(23.8,27.1)* | *(30.8,35.3)* | | *(24.7,37.8)* |
| Neither agree nor disagree | 24.4 | 24.5 | 26.2 | 24.9 | 25.6 | 19.9 | | 14.8 |
| | *(23.5,25.3)* | *(23.6,25.4)* | *(24.8,27.5)* | *(22.9,27.0)* | *(24.1,27.1)* | *(18.0,22.0)* | | *(10.9,19.9)* |
| Disagree | 17.8 | 17.8 | 19.9 | 15.7 | 20.1 | 14.1 | | 17.3 |
| | *(17.0,18.6)* | *(17.0,18.6)* | *(18.4,21.4)* | *(14.5,16.9)* | *(18.7,21.6)* | *(12.6,15.8)* | | *(9.4,29.6)* |
| Strongly disagree | 13.8 | 13.8 | 17.7 | 9.9 | 15.0 | 9.0 | | 13.6 |
| | *(13.1,14.5)* | *(13.1,14.5)* | *(16.6,19.0)* | *(8.5,11.5)* | *(13.3,17.0)* | *(7.8,10.4)* | | *(11.6,15.8)* |

**Table 60a.2**
*Agreement That Member's Missions in the Past 12 Months Were Important to the National Interest: By Paygrade and Gender*

60a. How much do you agree or disagree with the following statements? During the past 12 months, the missions I was involved with were important to the national interest

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 820 | 183 | 32 | 37 | 930 | 140 |
| Responding on Item | 45,834 | 28,846 | 5,686 | 5,390 | 73,051 | 12,605 |
| Strongly agree | 12.0 | 20.9 | 17.8 | 27.5 | 17.0 | 12.3 |
| | (11.2,12.8) | (19.8,22.1) | (14.8,21.1) | (23.1,32.4) | (16.3,17.8) | (10.9,14.0) |
| Agree | 23.3 | 31.6 | 33.8 | 38.7 | 27.7 | 27.6 |
| | (22.0,24.5) | (30.3,32.8) | (30.7,37.1) | (31.3,46.6) | (26.7,28.7) | (25.5,29.9) |
| Neither agree nor disagree | 28.2 | 21.8 | 15.6 | 15.0 | 23.6 | 29.6 |
| | (27.0,29.4) | (20.2,23.4) | (13.6,17.8) | (12.0,18.7) | (22.7,24.5) | (27.4,31.9) |
| Disagree | 19.2 | 15.7 | 20.6 | 13.4 | 17.7 | 18.2 |
| | (18.0,20.6) | (14.7,16.7) | (18.2,23.1) | (11.4,15.8) | (16.8,18.6) | (16.4,20.1) |
| Strongly disagree | 17.3 | 10.1 | 12.2 | 5.4 | 14.1 | 12.2 |
| | (16.1,18.6) | (9.1,11.2) | (9.7,15.3) | (3.8,7.5) | (13.2,14.9) | (10.8,13.7) |

**Table 60a.3**

*Agreement That Member's Missions in the Past 12 Months Were Important to the National Interest:  By Retirement/Separation*

60a.  How much do you agree or disagree with the following statements? During the past 12 months, the missions I was involved with were important to the national interest

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 290 | 31 | 400 | 15 | 297 |
| Responding on Item | 3,865 | 17,680 | 4,515 | 23,233 | 6,421 | 29,894 |
| Strongly agree | 29.3 | 15.5 | 26.4 | 14.1 | 24.3 | 13.7 |
| | (24.4,34.6) | (14.2,16.8) | (23.3,29.7) | (12.4,16.0) | (21.7,27.0) | (12.4,15.1) |
| Agree | 38.2 | 24.8 | 37.2 | 24.2 | 36.3 | 27.6 |
| | (35.6,40.8) | (23.0,26.8) | (32.3,42.4) | (22.0,26.5) | (30.1,43.0) | (26.4,28.8) |
| Neither agree nor disagree | 16.5 | 22.3 | 20.4 | 28.1 | 20.1 | 25.2 |
| | (12.4,21.8) | (20.6,24.1) | (17.5,23.7) | (26.6,29.7) | (13.6,28.7) | (23.5,27.0) |
| Disagree | 11.9 | 19.0 | 10.4 | 18.2 | 12.8 | 19.6 |
| | (8.8,15.9) | (17.4,20.7) | (8.0,13.4) | (16.0,20.6) | (10.7,15.1) | (18.5,20.8) |
| Strongly disagree | 4.1 | 18.4 | 5.6 | 15.4 | 6.5 | 13.9 |
| | (2.9,5.7) | (16.8,20.0) | (3.9,7.8) | (13.9,17.1) | (4.3,9.8) | (12.7,15.1) |

**Table 60b.1**
*Agreement That Most or All of Member's Military Duties in the Past 12 Months Improved or Maintained Unit or Individual Readiness:  By Service*

60b.  How much do you agree or disagree with the following statements?  During the past 12 months, most or all of the military duties I performed improved or maintained unit or individual readiness

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,113 | 1,113 | 657 | 195 | 80 | 181 | 0 |
| Responding on Item | 85,765 | 84,879 | 36,705 | 19,237 | 11,358 | 17,579 | 886 |
| Strongly agree | 18.0 | 18.0 | 14.9 | 20.6 | 22.2 | 18.8 | 21.0 |
| | *(17.3,18.8)* | *(17.2,18.7)* | *(13.9,15.8)* | *(19.2,22.2)* | *(19.7,25.0)* | *(17.1,20.8)* | *(14.3,29.8)* |
| Agree | 39.6 | 39.6 | 34.4 | 45.3 | 41.8 | 42.6 | 40.7 |
| | *(38.7,40.5)* | *(38.6,40.5)* | *(32.9,35.9)* | *(43.0,47.6)* | *(40.7,42.8)* | *(41.2,44.0)* | *(39.3,42.2)* |
| Neither agree nor disagree | 22.8 | 22.9 | 26.6 | 19.7 | 20.3 | 20.1 | 18.5* |
| | *(22.0,23.7)* | *(22.0,23.7)* | *(25.5,27.7)* | *(17.7,21.9)* | *(18.6,22.1)* | *(18.0,22.4)* | *(9.6,32.7)* |
| Disagree | 12.9 | 12.9 | 15.0 | 10.2 | 10.3 | 13.0 | 13.6 |
| | *(11.9,13.9)* | *(11.9,13.9)* | *(12.9,17.2)* | *(9.3,11.3)* | *(9.3,11.4)* | *(11.9,14.2)* | *(11.0,16.6)* |
| Strongly disagree | 6.7 | 6.7 | 9.2 | 4.1 | 5.4 | 5.4 | 6.2 |
| | *(6.1,7.4)* | *(6.1,7.5)* | *(7.9,10.6)* | *(3.3,5.0)* | *(4.4,6.8)* | *(4.4,6.5)* | *(4.1,9.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60b.2**

*Agreement That Most or All of Member's Military Duties in the Past 12 Months Improved or Maintained Unit or Individual Readiness:  By Paygrade and Gender*

60b.  How much do you agree or disagree with the following statements?  During the past 12 months, most or all of the military duties I performed improved or maintained unit or individual readiness

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 839 | 202 | 35 | 39 | 951 | 161 |
| Responding on Item | 45,815 | 28,827 | 5,683 | 5,388 | 73,030 | 12,584 |
| Strongly agree | 15.2 | 21.9 | 17.1 | 22.1 | 18.5 | 15.3 |
| | *(14.2,16.2)* | *(20.8,23.2)* | *(15.0,19.5)* | *(18.8,25.7)* | *(17.6,19.4)* | *(13.5,17.4)* |
| Agree | 35.6 | 44.1 | 43.0 | 45.6 | 39.3 | 40.7 |
| | *(34.1,37.2)* | *(42.9,45.4)* | *(40.0,46.0)* | *(42.9,48.4)* | *(38.3,40.4)* | *(38.2,43.1)* |
| Neither agree nor disagree | 27.3 | 18.2 | 17.8 | 13.9 | 22.6 | 24.1 |
| | *(26.0,28.7)* | *(17.2,19.4)* | *(15.3,20.7)* | *(11.1,17.4)* | *(21.8,23.5)* | *(21.7,26.8)* |
| Disagree | 13.6 | 11.3 | 15.4 | 12.3 | 12.8 | 13.2 |
| | *(11.9,15.5)* | *(10.7,11.9)* | *(13.0,18.1)* | *(10.4,14.5)* | *(11.7,14.0)* | *(11.8,14.8)* |
| Strongly disagree | 8.3 | 4.4 | 6.7 | 6.1 | 6.8 | 6.7 |
| | *(7.2,9.5)* | *(3.8,5.1)* | *(5.3,8.5)* | *(4.2,8.6)* | *(6.0,7.6)* | *(5.6,7.9)* |

**Table 60b.3**

*Agreement That Most or All of Member's Military Duties in the Past 12 Months Improved or Maintained Unit or Individual Readiness:  By Retirement/Separation*

60b.  How much do you agree or disagree with the following statements? During the past 12 months, most or all of the military duties I performed improved or maintained unit or individual readiness

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 25 | 306 | 31 | 442 | 21 | 273 |
| Responding on Item | 3,862 | 17,664 | 4,515 | 23,191 | 6,415 | 29,918 |
| Strongly agree | 21.8 | 18.4 | 24.7 | 15.7 | 22.8 | 16.9 |
| | (17.3,27.2) | (16.6,20.4) | (20.6,29.3) | (14.4,17.1) | (20.6,25.2) | (15.7,18.1) |
| Agree | 46.4 | 36.2 | 48.2 | 35.9 | 47.2 | 40.7 |
| | (41.5,51.4) | (33.9,38.5) | (45.0,51.3) | (33.7,38.2) | (44.3,50.0) | (39.0,42.3) |
| Neither agree nor disagree | 17.1 | 21.4 | 13.1 | 27.9 | 15.3 | 23.5 |
| | (13.9,20.8) | (19.2,23.7) | (11.3,15.2) | (26.2,29.7) | (13.2,17.7) | (21.6,25.6) |
| Disagree | 10.8 | 15.1 | 11.6 | 13.0 | 9.7 | 12.7 |
| | (7.4,15.3) | (13.5,16.9) | (10.2,13.3) | (10.6,15.8) | (7.9,11.9) | (11.2,14.3) |
| Strongly disagree | 3.9 | 8.9 | 2.4* | 7.5 | 5.0 | 6.2 |
| | (3.2,4.8) | (7.5,10.6) | (1.1,5.0) | (6.0,9.3) | (3.5,7.1) | (5.4,7.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60c.1**
*Agreement That Deployment on a Peacekeeping/Peacemaking Operation Is Rewarding:  By Service*

60c.  How much do you agree or disagree with the following statements?  I would find it rewarding to deploy on a peacekeeping/peacemaking operation (e.g., Bosnia)

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,349 | 1,349 | 760 | 255 | 146 | 189 | 0 |
| Responding on Item | 85,529 | 84,643 | 36,602 | 19,177 | 11,292 | 17,571 | 886 |
| Strongly agree | 19.9 | 20.0 | 19.8 | 15.8 | 32.2 | 17.0 | 12.3* |
| | *(19.2,20.6)* | *(19.3,20.7)* | *(19.0,20.7)* | *(14.2,17.5)* | *(31.0,33.4)* | *(15.2,19.1)* | *(5.4,25.7)* |
| Agree | 26.8 | 26.8 | 25.8 | 27.4 | 28.0 | 27.7 | 19.8 |
| | *(25.7,27.8)* | *(25.8,27.9)* | *(23.7,27.9)* | *(26.1,28.7)* | *(26.5,29.6)* | *(25.7,29.7)* | *(19.3,20.2)* |
| Neither agree nor disagree | 24.6 | 24.6 | 25.4 | 27.3 | 20.3 | 22.7 | 27.2 |
| | *(23.7,25.5)* | *(23.7,25.5)* | *(23.9,26.9)* | *(25.7,29.1)* | *(19.1,21.6)* | *(20.5,25.1)* | *(15.7,42.7)* |
| Disagree | 14.3 | 14.3 | 13.8 | 15.7 | 9.2 | 16.9 | 18.5* |
| | *(13.6,15.0)* | *(13.6,15.0)* | *(12.5,15.1)* | *(14.5,17.0)* | *(8.4,10.1)* | *(15.4,18.4)* | *(9.1,33.9)* |
| Strongly disagree | 14.4 | 14.3 | 15.3 | 13.8 | 10.2 | 15.7 | 22.2 |
| | *(13.5,15.4)* | *(13.4,15.3)* | *(13.6,17.1)* | *(12.3,15.3)* | *(9.1,11.4)* | *(13.6,18.0)* | *(14.4,32.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60c.2**
*Agreement That Deployment on a Peacekeeping/Peacemaking Operation Is Rewarding:  By Paygrade and Gender*

60c.  How much do you agree or disagree with the following statements? I would find it rewarding to deploy on a peacekeeping/peacemaking operation (e.g., Bosnia)

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 994 | 249 | 34 | 72 | 1,151 | 197 |
| Responding on Item | 45,660 | 28,780 | 5,684 | 5,355 | 72,830 | 12,548 |
| Strongly agree | 21.6 | 18.2 | 16.8 | 17.8 | 20.2 | 18.5 |
| | (20.7,22.5) | (17.2,19.3) | (15.0,18.7) | (13.0,23.8) | (19.4,20.9) | (16.6,20.5) |
| Agree | 27.1 | 27.0 | 26.6 | 23.3 | 26.3 | 29.4 |
| | (25.3,28.9) | (25.8,28.1) | (24.3,29.1) | (21.4,25.3) | (25.1,27.5) | (27.5,31.4) |
| Neither agree nor disagree | 27.2 | 22.5 | 17.7 | 20.8 | 24.3 | 26.6 |
| | (25.8,28.7) | (21.1,24.0) | (15.8,19.7) | (19.0,22.7) | (23.4,25.3) | (24.0,29.3) |
| Disagree | 12.1 | 16.3 | 19.1 | 17.3 | 14.4 | 13.7 |
| | (10.9,13.3) | (15.5,17.2) | (17.5,20.8) | (15.7,19.1) | (13.6,15.2) | (12.2,15.4) |
| Strongly disagree | 12.0 | 16.0 | 19.8 | 20.8 | 14.8 | 11.9 |
| | (10.6,13.6) | (14.9,17.1) | (17.0,22.9) | (17.2,24.9) | (13.8,15.9) | (10.3,13.6) |

**Table 60c.3**

*Agreement That Deployment on a Peacekeeping/Peacemaking Operation Is Rewarding:  By Retirement/Separation*

60c.  How much do you agree or disagree with the following statements? I would find it rewarding to deploy on a peacekeeping/peacemaking operation (e.g., Bosnia)

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 32 | 375 | 31 | 471 | 37 | 384 |
| Responding on Item | 3,855 | 17,595 | 4,515 | 23,162 | 6,399 | 29,807 |
| Strongly agree | 17.9 | 23.1 | 16.6 | 18.2 | 15.3 | 21.1 |
| | (13.8,22.9) | (21.1,25.2) | (13.0,20.8) | (17.0,19.4) | (12.3,19.1) | (19.7,22.4) |
| Agree | 27.7 | 24.1 | 28.3 | 25.5 | 27.6 | 28.8 |
| | (24.0,31.7) | (22.5,25.9) | (25.0,31.9) | (23.8,27.3) | (25.3,30.0) | (27.2,30.5) |
| Neither agree nor disagree | 20.0 | 20.0 | 22.6 | 29.0 | 24.6 | 24.8 |
| | (16.4,24.2) | (18.3,21.7) | (19.3,26.3) | (26.8,31.3) | (19.8,30.2) | (23.5,26.1) |
| Disagree | 17.4 | 14.7 | 16.3 | 13.6 | 15.4 | 13.8 |
| | (15.2,20.0) | (13.4,16.1) | (12.5,21.0) | (11.8,15.7) | (13.5,17.5) | (12.5,15.1) |
| Strongly disagree | 17.0 | 18.2 | 16.2 | 13.7 | 17.1 | 11.6 |
| | (14.6,19.5) | (15.9,20.6) | (12.0,21.5) | (12.2,15.3) | (14.0,20.6) | (10.6,12.7) |

**Table 60d.1**

*Agreement That Deployment on an Overseas Humanitarian Relief Effort Is Rewarding:  By Service*

60d.  How much do you agree or disagree with the following statements?  I would find it rewarding to deploy on an overseas humanitarian relief effort (e.g., foreign disaster relief such as Nicaragua)

| | | DoD | | | | | Coast Guard |
| | Total | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,295 | 1,295 | 686 | 278 | 112 | 218 | 0 |
| Responding on Item | 85,583 | 84,697 | 36,676 | 19,154 | 11,326 | 17,542 | 886 |
| Strongly agree | 23.0 | 22.9 | 21.4 | 19.4 | 34.5 | 22.5 | 28.4 |
| | (22.3,23.7) | (22.2,23.6) | (20.6,22.2) | (17.5,21.4) | (33.1,36.0) | (20.9,24.3) | (25.4,31.6) |
| Agree | 33.2 | 33.2 | 31.1 | 34.2 | 30.3 | 38.2 | 35.8 |
| | (32.0,34.5) | (31.9,34.4) | (28.9,33.4) | (32.2,36.3) | (28.7,32.0) | (35.3,41.1) | (28.1,44.3) |
| Neither agree nor disagree | 23.4 | 23.5 | 25.8 | 24.6 | 19.2 | 20.4 | 11.1* |
| | (22.4,24.4) | (22.6,24.5) | (24.2,27.5) | (23.0,26.2) | (17.8,20.7) | (17.9,23.1) | (5.8,20.1) |
| Disagree | 10.4 | 10.4 | 10.9 | 12.1 | 7.5 | 9.3 | 12.3 |
| | (9.6,11.2) | (9.6,11.2) | (9.3,12.6) | (11.0,13.3) | (6.8,8.4) | (8.3,10.4) | (8.1,18.5) |
| Strongly disagree | 10.0 | 10.0 | 10.8 | 9.7 | 8.4 | 9.7 | 12.3* |
| | (9.2,10.9) | (9.2,10.9) | (9.2,12.6) | (8.6,11.0) | (7.5,9.4) | (8.4,11.0) | (5.7,24.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60d.2**

*Agreement That Deployment on an Overseas Humanitarian Relief Effort Is Rewarding: By Paygrade and Gender*

60d. How much do you agree or disagree with the following statements? I would find it rewarding to deploy on an overseas humanitarian relief effort (e.g., foreign disaster relief such as Nicaragua)

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 888 | 267 | 37 | 104 | | 1,111 | 171 |
| Responding on Item | 45,766 | 28,762 | 5,681 | 5,323 | | 72,870 | 12,574 |
| Strongly agree | 22.9 | 23.0 | 23.1 | 23.7 | | 23.0 | 23.2 |
| | *(22.0,23.8)* | *(22.0,24.0)* | *(20.2,26.3)* | *(19.4,28.7)* | | *(22.2,23.7)* | *(21.4,25.1)* |
| Agree | 30.6 | 35.7 | 37.7 | 36.9 | | 32.7 | 36.4 |
| | *(28.6,32.8)* | *(34.3,37.2)* | *(33.9,41.7)* | *(34.9,38.9)* | | *(31.3,34.1)* | *(34.1,38.8)* |
| Neither agree nor disagree | 26.9 | 20.8 | 14.1 | 16.5 | | 23.8 | 21.4 |
| | *(25.4,28.5)* | *(19.4,22.3)* | *(12.8,15.6)* | *(14.7,18.6)* | | *(22.7,24.9)* | *(18.9,24.2)* |
| Disagree | 10.0 | 10.5 | 12.0 | 11.1 | | 10.5 | 9.6 |
| | *(8.8,11.5)* | *(9.7,11.4)* | *(10.1,14.1)* | *(9.4,13.0)* | | *(9.6,11.4)* | *(8.4,10.9)* |
| Strongly disagree | 9.5 | 10.0 | 13.1 | 11.7 | | 10.1 | 9.4 |
| | *(8.2,11.0)* | *(9.1,11.0)* | *(11.1,15.5)* | *(9.7,14.1)* | | *(9.2,11.1)* | *(8.2,10.7)* |

**Table 60d.3**

*Agreement That Deployment on an Overseas Humanitarian Relief Effort Is Rewarding: By Retirement/Separation*

60d. How much do you agree or disagree with the following statements? I would find it rewarding to deploy on an overseas humanitarian relief effort (e.g., foreign disaster relief such as Nicaragua)

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 41 | 343 | 33 | 481 | 78 | 298 |
| Responding on Item | 3,846 | 17,627 | 4,513 | 23,152 | 6,358 | 29,893 |
| Strongly agree | 22.9 | 26.0 | 24.2 | 21.0 | 21.1 | 22.9 |
| | (18.4,28.1) | (24.4,27.7) | (20.5,28.3) | (19.5,22.5) | (18.1,24.4) | (21.4,24.4) |
| Agree | 35.5 | 30.0 | 42.6 | 29.7 | 40.2 | 34.6 |
| | (31.4,39.9) | (27.8,32.4) | (36.4,49.1) | (27.5,32.1) | (36.5,43.9) | (32.7,36.5) |
| Neither agree nor disagree | 21.1 | 20.8 | 18.4 | 27.7 | 19.5 | 23.5 |
| | (18.0,24.7) | (18.9,22.8) | (14.6,23.0) | (25.2,30.4) | (15.9,23.5) | (22.4,24.6) |
| Disagree | 10.5 | 11.0 | 7.8 | 10.7 | 10.5 | 10.2 |
| | (8.0,13.6) | (9.9,12.3) | (6.0,10.0) | (8.7,13.1) | (8.4,13.1) | (9.0,11.5) |
| Strongly disagree | 10.0 | 12.2 | 7.0 | 10.8 | 8.8 | 8.8 |
| | (7.6,13.0) | (10.6,13.9) | (4.4,11.0) | (9.2,12.6) | (6.7,11.5) | (8.0,9.7) |

**Table 60e.1**
*Agreement That Very Little of Member's Experience/Training Can Be Directly Transferred to a Civilian Job: By Service*

60e. How much do you agree or disagree with the following statements? Very little of my experience and training can be directly transferred to a civilian job

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,483 | 1,483 | 856 | 288 | 140 | 199 | 0 |
| Responding on Item | 85,395 | 84,509 | 36,506 | 19,144 | 11,298 | 17,561 | 886 |
| Strongly agree | 15.5 | 15.5 | 18.6 | 12.1 | 18.5 | 11.1 | 13.6 |
| | *(14.8,16.3)* | *(14.8,16.3)* | *(17.5,19.8)* | *(10.6,13.7)* | *(17.6,19.4)* | *(9.3,13.2)* | *(8.0,22.0)* |
| Agree | 14.5 | 14.5 | 16.3 | 14.7 | 14.4 | 10.5 | 12.3 |
| | *(13.8,15.1)* | *(13.8,15.2)* | *(15.5,17.2)* | *(13.5,16.0)* | *(12.9,16.0)* | *(8.8,12.6)* | *(8.5,17.7)* |
| Neither agree nor disagree | 17.5 | 17.6 | 20.0 | 16.7 | 18.0 | 13.2 | 12.3 |
| | *(16.9,18.2)* | *(16.9,18.3)* | *(19.1,20.9)* | *(15.3,18.2)* | *(16.6,19.5)* | *(11.3,15.4)* | *(12.0,12.7)* |
| Disagree | 24.6 | 24.5 | 21.1 | 26.7 | 21.8 | 31.0 | 34.6 |
| | *(23.6,25.6)* | *(23.5,25.5)* | *(19.5,22.7)* | *(25.1,28.4)* | *(20.5,23.2)* | *(28.3,33.9)* | *(24.9,45.7)* |
| Strongly disagree | 27.9 | 27.9 | 24.0 | 29.8 | 27.3 | 34.1 | 27.2 |
| | *(26.9,28.8)* | *(26.9,28.9)* | *(22.6,25.6)* | *(27.9,31.9)* | *(25.2,29.6)* | *(31.8,36.5)* | *(26.5,27.8)* |

**Table 60e.2**

*Agreement That Very Little of Member's Experience/Training Can Be Directly Transferred to a Civilian Job: By Paygrade and Gender*

60e. How much do you agree or disagree with the following statements? Very little of my experience and training can be directly transferred to a civilian job

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,052 | 322 | 43 | 67 | 1,281 | 202 |
| Responding on Item | 45,602 | 28,707 | 5,675 | 5,360 | 72,700 | 12,543 |
| Strongly agree | 19.6 | 12.9 | 5.7 | 4.9 | 16.2 | 11.4 |
| | (18.5,20.8) | (11.8,14.0) | (4.8,6.8) | (3.0,8.0) | (15.4,17.1) | (10.4,12.5) |
| Agree | 16.3 | 13.6 | 11.6 | 6.5 | 14.9 | 11.9 |
| | (15.3,17.4) | (12.7,14.5) | (10.1,13.2) | (4.4,9.5) | (14.2,15.6) | (10.0,14.0) |
| Neither agree nor disagree | 21.8 | 13.6 | 9.9 | 9.5 | 17.7 | 16.8 |
| | (20.8,22.8) | (12.6,14.8) | (8.0,12.2) | (7.3,12.2) | (16.9,18.5) | (15.0,18.7) |
| Disagree | 20.1 | 28.2 | 35.0 | 33.3 | 23.8 | 28.9 |
| | (18.4,21.8) | (27.1,29.4) | (32.4,37.6) | (28.8,38.1) | (22.7,25.0) | (26.5,31.6) |
| Strongly disagree | 22.2 | 31.6 | 37.9 | 45.8 | 27.4 | 31.0 |
| | (20.8,23.7) | (30.2,33.1) | (34.6,41.3) | (40.8,50.9) | (26.3,28.5) | (28.7,33.4) |

**Table 60e.3**

*Agreement That Very Little of Member's Experience/Training Can Be Directly Transferred to a Civilian Job:  By Retirement/Separation*

60e.  How much do you agree or disagree with the following statements? Very little of my experience and training can be directly transferred to a civilian job

|  | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 26 | 365 | 50 | 433 | 63 | 521 |
| Responding on Item | 3,861 | 17,605 | 4,496 | 23,200 | 6,373 | 29,670 |
| Strongly agree | 9.0 | 18.1 | 8.7 | 17.2 | 9.9 | 15.8 |
|  | *(7.1,11.4)* | *(16.8,19.6)* | *(6.5,11.5)* | *(15.8,18.7)* | *(7.5,12.9)* | *(14.6,17.1)* |
| Agree | 14.0 | 14.5 | 12.1 | 15.2 | 11.9 | 14.9 |
|  | *(11.2,17.3)* | *(13.0,16.1)* | *(9.7,15.0)* | *(13.7,16.8)* | *(9.5,14.7)* | *(13.5,16.4)* |
| Neither agree nor disagree | 11.7 | 16.8 | 13.8 | 22.0 | 12.0 | 17.0 |
|  | *(8.9,15.2)* | *(14.8,19.0)* | *(11.7,16.1)* | *(20.4,23.6)* | *(9.2,15.5)* | *(15.7,18.3)* |
| Disagree | 33.2 | 22.1 | 33.1 | 20.5 | 33.9 | 24.9 |
|  | *(30.6,35.9)* | *(20.4,23.9)* | *(27.5,39.4)* | *(18.9,22.3)* | *(30.6,37.5)* | *(23.5,26.3)* |
| Strongly disagree | 32.1 | 28.5 | 32.3 | 25.1 | 32.3 | 27.5 |
|  | *(26.7,38.1)* | *(26.1,31.0)* | *(28.8,36.1)* | *(23.4,26.9)* | *(29.9,34.9)* | *(26.0,29.0)* |

**Table 60f.1**
*Agreement That Member Will Easily Get a Good Civilian Job After Military Service:  By Service*

60f.  How much do you agree or disagree with the following statements?  It will be easy for me to get a good civilian job now as I leave the military

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,538 | 1,527 | 846 | 284 | 175 | 222 | | 11 |
| Responding on Item | 85,340 | 84,465 | 36,516 | 19,148 | 11,263 | 17,538 | | 875 |
| Strongly agree | 28.1 | 28.2 | 25.4 | 31.1 | 27.8 | 31.0 | | 23.8 |
| | (27.1,29.1) | (27.1,29.2) | (24.0,26.8) | (28.0,34.3) | (25.8,29.8) | (29.4,32.6) | | (21.4,26.3) |
| Agree | 27.7 | 27.6 | 25.8 | 29.0 | 27.8 | 30.0 | | 35.0 |
| | (26.7,28.8) | (26.6,28.7) | (24.7,26.8) | (26.6,31.5) | (25.9,29.8) | (26.6,33.7) | | (25.9,45.3) |
| Neither agree nor disagree | 26.5 | 26.5 | 29.5 | 25.3 | 24.9 | 22.4 | | 30.0 |
| | (25.6,27.5) | (25.5,27.4) | (28.1,31.0) | (23.1,27.7) | (23.1,26.8) | (20.5,24.5) | | (30.0,30.0) |
| Disagree | 10.4 | 10.4 | 10.4 | 9.7 | 11.4 | 10.6 | | 8.8 |
| | (9.3,11.6) | (9.3,11.7) | (8.1,13.3) | (8.8,10.8) | (10.0,12.9) | (9.4,11.9) | | (6.6,11.5) |
| Strongly disagree | 7.3 | 7.3 | 8.9 | 4.9 | 8.1 | 6.0 | | 2.5* |
| | (6.6,8.0) | (6.7,8.0) | (7.8,10.2) | (3.7,6.4) | (6.9,9.6) | (5.2,7.0) | | (0.4,13.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60f.2**

*Agreement That Member Will Easily Get a Good Civilian Job After Military Service: By Paygrade and Gender*

60f. How much do you agree or disagree with the following statements? It will be easy for me to get a good civilian job now as I leave the military

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,070 | 349 | 48 | 72 | 1,299 | 239 |
| Responding on Item | 45,584 | 28,680 | 5,670 | 5,355 | 72,682 | 12,506 |
| Strongly agree | 21.9 | 30.0 | 53.4 | 43.7 | 28.2 | 27.6 |
| | (20.6,23.3) | (28.2,32.0) | (50.3,56.4) | (39.1,48.4) | (27.1,29.4) | (25.5,29.9) |
| Agree | 25.9 | 29.8 | 30.0 | 29.9 | 27.6 | 28.4 |
| | (24.5,27.3) | (27.8,31.9) | (27.6,32.6) | (25.4,34.8) | (26.4,28.8) | (26.5,30.4) |
| Neither agree nor disagree | 31.1 | 24.2 | 10.6 | 16.5 | 26.5 | 26.3 |
| | (29.7,32.5) | (22.8,25.6) | (8.0,13.8) | (13.7,19.9) | (25.5,27.5) | (24.2,28.6) |
| Disagree | 11.9 | 9.8 | 4.5 | 6.7 | 10.5 | 9.7 |
| | (10.0,14.2) | (8.9,10.8) | (3.2,6.2) | (5.3,8.5) | (9.2,12.0) | (8.6,10.9) |
| Strongly disagree | 9.2 | 6.1 | 1.6 | 3.1 | 7.2 | 7.9 |
| | (8.1,10.3) | (5.3,7.1) | (0.9,2.8) | (2.2,4.5) | (6.5,8.0) | (7.0,8.9) |

**Table 60f.3**

*Agreement That Member Will Easily Get a Good Civilian Job After Military Service: By Retirement/Separation*

60f. How much do you agree or disagree with the following statements? It will be easy for me to get a good civilian job now as I leave the military

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 48 | 383 | 81 | 570 | 55 | 372 |
| Responding on Item | 3,839 | 17,587 | 4,465 | 23,063 | 6,381 | 29,819 |
| Strongly agree | 28.3 | 30.8 | 28.1 | 25.9 | 27.5 | 28.3 |
| | (21.9,35.7) | (29.4,32.3) | (23.2,33.6) | (24.0,27.9) | (21.7,34.1) | (26.9,29.8) |
| Agree | 33.0 | 24.8 | 29.1 | 25.9 | 32.7 | 28.8 |
| | (25.8,41.0) | (23.0,26.7) | (25.6,33.0) | (24.5,27.4) | (26.5,39.7) | (27.3,30.4) |
| Neither agree nor disagree | 22.2 | 23.3 | 25.3 | 30.3 | 25.2 | 26.4 |
| | (18.1,26.9) | (21.5,25.2) | (21.1,30.0) | (28.9,31.7) | (22.4,28.2) | (24.7,28.2) |
| Disagree | 11.7 | 11.2 | 12.7 | 10.0 | 8.2 | 10.2 |
| | (9.7,14.0) | (9.8,12.9) | (10.3,15.6) | (8.1,12.5) | (6.6,10.0) | (8.8,11.8) |
| Strongly disagree | 4.8 | 9.8 | 4.7 | 7.8 | 6.4 | 6.2 |
| | (2.8,8.2) | (8.3,11.6) | (3.4,6.5) | (6.4,9.6) | (4.8,8.5) | (5.5,7.0) |

**Table 60g.1**
*Agreement That Member Has a Good Knowledge of Civilian Jobs: By Service*

60g. How much do you agree or disagree with the following statements? I have a pretty good idea of the kinds of jobs I could get as a civilian

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,493 | 1,493 | 900 | 286 | 137 | 170 | | 0 |
| Responding on Item | 85,385 | 84,499 | 36,462 | 19,146 | 11,301 | 17,590 | | 886 |
| Strongly agree | 32.2 | 32.2 | 29.4 | 33.1 | 33.5 | 36.0 | | 32.1 |
| | (30.9,33.4) | (30.9,33.4) | (27.5,31.3) | (30.2,36.2) | (31.4,35.7) | (33.4,38.6) | | (23.9,41.6) |
| Agree | 41.4 | 41.3 | 40.0 | 42.1 | 41.2 | 43.0 | | 49.4 |
| | (40.3,42.4) | (40.2,42.3) | (38.6,41.5) | (39.6,44.7) | (39.7,42.6) | (39.9,46.1) | | (34.3,64.5) |
| Neither agree nor disagree | 17.5 | 17.6 | 20.5 | 16.4 | 17.1 | 12.9 | | 14.8 |
| | (16.8,18.3) | (16.8,18.4) | (19.1,22.0) | (15.1,17.9) | (15.4,19.0) | (12.0,13.9) | | (10.9,19.9) |
| Disagree | 5.5 | 5.5 | 5.7 | 5.8 | 4.8 | 5.3 | | 2.5 |
| | (5.0,6.0) | (5.0,6.0) | (5.0,6.4) | (4.8,7.0) | (4.1,5.6) | (4.1,6.7) | | (2.4,2.5) |
| Strongly disagree | 3.5 | 3.5 | 4.4 | 2.6 | 3.4 | 2.8 | | 1.2* |
| | (3.0,4.1) | (3.0,4.1) | (3.5,5.5) | (1.9,3.5) | (2.8,4.1) | (1.9,4.1) | | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60g.2**
*Agreement That Member Has a Good Knowledge of Civilian Jobs: By Paygrade and Gender*

60g. How much do you agree or disagree with the following statements? I have a pretty good idea of the kinds of jobs I could get as a civilian

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,117 | 278 | 34 | 65 | 1,323 | 169 |
| Responding on Item | 45,537 | 28,751 | 5,684 | 5,362 | 72,658 | 12,576 |
| Strongly agree | 26.7 | 33.8 | 54.7 | 45.7 | 32.4 | 31.2 |
| | (25.1,28.4) | (31.9,35.8) | (51.1,58.2) | (38.8,52.8) | (31.0,33.8) | (28.8,33.6) |
| Agree | 39.8 | 45.0 | 35.2 | 41.9 | 41.0 | 42.6 |
| | (38.4,41.3) | (43.0,46.9) | (32.4,38.2) | (36.5,47.5) | (39.9,42.2) | (40.0,45.3) |
| Neither agree nor disagree | 22.5 | 13.9 | 5.8 | 7.8 | 17.8 | 15.9 |
| | (21.2,23.8) | (13.0,14.8) | (4.1,8.2) | (5.7,10.5) | (17.0,18.7) | (13.9,18.2) |
| Disagree | 6.4 | 4.8 | 3.8 | 3.1 | 5.3 | 6.4 |
| | (5.6,7.2) | (4.2,5.5) | (2.8,5.1) | (1.9,4.8) | (4.8,5.9) | (5.5,7.4) |
| Strongly disagree | 4.7 | 2.5 | 0.5* | 1.5* | 3.4 | 3.9 |
| | (3.9,5.7) | (2.1,3.1) | (0.2,1.3) | (0.7,3.1) | (2.9,4.1) | (2.9,5.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60g.3**
*Agreement That Member Has a Good Knowledge of Civilian Jobs: By Retirement/Separation*

60g. How much do you agree or disagree with the following statements? I have a pretty good idea of the kinds of jobs I could get as a civilian

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 24 | 412 | 54 | 524 | 42 | 408 |
| Responding on Item | 3,863 | 17,558 | 4,492 | 23,109 | 6,394 | 29,783 |
| Strongly agree | 30.7 | 36.0 | 32.3 | 30.5 | 29.1 | 32.0 |
| | (24.0,38.3) | (34.4,37.7) | (28.0,36.9) | (27.8,33.3) | (22.2,37.0) | (30.5,33.6) |
| Agree | 48.4 | 36.4 | 47.2 | 38.3 | 50.5 | 42.8 |
| | (42.5,54.3) | (33.7,39.1) | (43.0,51.5) | (36.4,40.3) | (43.4,57.5) | (41.2,44.4) |
| Neither agree nor disagree | 13.3 | 17.5 | 11.6 | 20.6 | 12.9 | 17.6 |
| | (9.7,18.0) | (15.3,19.9) | (9.6,14.0) | (19.4,21.8) | (10.9,15.3) | (16.4,18.9) |
| Disagree | 5.2 | 5.5 | 6.2 | 6.2 | 4.9 | 5.0 |
| | (3.7,7.1) | (4.5,6.8) | (4.4,8.8) | (5.2,7.3) | (3.7,6.5) | (4.3,5.8) |
| Strongly disagree | 2.4* | 4.6 | 2.7 | 4.4 | 2.6 | 2.6 |
| | (1.3,4.5) | (4.0,5.3) | (1.7,4.4) | (3.1,6.3) | (1.5,4.4) | (2.1,3.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60h.1**
*Agreement That Member Has a Good Knowledge of Civilian Pay: By Service*

60h. How much do you agree or disagree with the following statements? I have a pretty good idea of what pay I could get as a civilian

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,863 | 1,863 | 1,042 | 313 | 218 | 290 | 0 |
| Responding on Item | 85,015 | 84,129 | 36,320 | 19,119 | 11,220 | 17,470 | 886 |
| Strongly agree | 28.4 | 28.4 | 26.5 | 29.6 | 28.1 | 31.4 | 25.9 |
| | (27.1,29.7) | (27.1,29.7) | (24.3,28.8) | (27.1,32.1) | (26.4,29.8) | (28.7,34.4) | (19.8,33.1) |
| Agree | 38.2 | 38.0 | 35.7 | 38.7 | 39.8 | 41.1 | 54.3 |
| | (37.1,39.3) | (36.9,39.2) | (34.2,37.1) | (36.6,40.9) | (37.4,42.2) | (37.8,44.6) | (38.7,69.1) |
| Neither agree nor disagree | 22.3 | 22.4 | 26.1 | 21.6 | 22.1 | 15.9 | 14.8 |
| | (21.4,23.3) | (21.5,23.4) | (24.4,27.8) | (19.9,23.4) | (20.4,24.0) | (14.3,17.6) | (10.9,19.9) |
| Disagree | 7.5 | 7.6 | 7.6 | 7.2 | 6.8 | 8.5 | 2.5* |
| | (6.9,8.2) | (7.0,8.2) | (6.6,8.6) | (6.3,8.3) | (5.8,8.0) | (6.8,10.5) | (0.4,12.9) |
| Strongly disagree | 3.5 | 3.5 | 4.2 | 2.8 | 3.2 | 3.0 | 2.5 |
| | (3.0,4.1) | (3.0,4.1) | (3.4,5.3) | (2.1,3.8) | (2.7,3.9) | (2.1,4.3) | (2.4,2.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60h.2**

*Agreement That Member Has a Good Knowledge of Civilian Pay: By Paygrade and Gender*

60h. How much do you agree or disagree with the following statements? I have a pretty good idea of what pay I could get as a civilian

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | **Enlisted** | | **Officers** | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,256 | 502 | 34 | 75 | 1,617 | 248 |
| Responding on Item | 45,398 | 28,527 | 5,684 | 5,352 | 72,364 | 12,497 |
| Strongly agree | 24.2 | 28.8 | 49.6 | 39.6 | 28.8 | 26.5 |
| | *(22.3,26.2)* | *(27.0,30.5)* | *(46.6,52.7)* | *(34.1,45.3)* | *(27.3,30.3)* | *(24.4,28.8)* |
| Agree | 35.6 | 42.2 | 37.5 | 39.9 | 38.5 | 36.5 |
| | *(34.0,37.3)* | *(40.4,44.0)* | *(34.5,40.6)* | *(34.4,45.6)* | *(37.2,39.8)* | *(34.6,38.5)* |
| Neither agree nor disagree | 27.3 | 19.3 | 7.3 | 12.2 | 22.3 | 22.5 |
| | *(25.8,28.9)* | *(18.2,20.5)* | *(5.4,9.9)* | *(9.4,15.8)* | *(21.3,23.4)* | *(20.6,24.6)* |
| Disagree | 8.4 | 7.1 | 4.4 | 6.3 | 7.1 | 9.8 |
| | *(7.4,9.4)* | *(6.2,8.0)* | *(3.3,5.9)* | *(4.3,9.0)* | *(6.4,7.8)* | *(8.6,11.2)* |
| Strongly disagree | 4.5 | 2.7 | 1.2* | 2.0 | 3.3 | 4.7 |
| | *(3.7,5.5)* | *(2.2,3.3)* | *(0.5,2.5)* | *(1.1,3.5)* | *(2.8,4.0)* | *(3.6,6.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60h.3**

*Agreement That Member Has a Good Knowledge of Civilian Pay: By Retirement/Separation*

60h. How much do you agree or disagree with the following statements? I have a pretty good idea of what pay I could get as a civilian

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 56 | 393 | 62 | 696 | 110 | 519 |
| Responding on Item | 3,831 | 17,577 | 4,484 | 22,937 | 6,326 | 29,672 |
| Strongly agree | 25.8 | 34.4 | 24.7 | 27.6 | 22.3 | 27.6 |
| | (21.3,30.8) | (32.4,36.4) | (20.8,29.1) | (24.8,30.5) | (17.2,28.5) | (25.9,29.5) |
| Agree | 43.0 | 34.0 | 45.8 | 34.6 | 46.0 | 40.0 |
| | (40.1,46.0) | (31.9,36.2) | (41.7,50.0) | (32.6,36.7) | (40.7,51.4) | (37.9,42.1) |
| Neither agree nor disagree | 18.4 | 20.7 | 17.7 | 25.7 | 20.9 | 22.3 |
| | (15.3,21.9) | (18.8,22.8) | (15.0,20.9) | (23.8,27.7) | (17.8,24.3) | (21.0,23.6) |
| Disagree | 11.1 | 6.5 | 8.0* | 8.2 | 7.5 | 7.1 |
| | (8.2,14.8) | (5.3,8.0) | (4.2,14.6) | (7.1,9.4) | (6.2,9.1) | (6.2,8.2) |
| Strongly disagree | 1.8* | 4.4 | 3.7 | 4.0 | 3.3 | 2.9 |
| | (0.8,3.8) | (3.5,5.6) | (2.3,5.8) | (2.9,5.4) | (2.1,5.0) | (2.4,3.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60i.1**
*Agreement That Military Benefits Have Eroded: By Service*

60i. How much do you agree or disagree with the following statements? The benefits available to military personnel and their families have eroded over the past few years

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,358 | 1,358 | 785 | 249 | 134 | 190 | | 0 |
| Responding on Item | 85,520 | 84,634 | 36,577 | 19,183 | 11,304 | 17,570 | | 886 |
| Strongly agree | 32.8 | 32.5 | 28.9 | 28.0 | 24.6 | 50.0 | | 54.3 |
| | (31.9,33.6) | (31.7,33.4) | (27.7,30.1) | (26.3,29.8) | (23.0,26.3) | (47.4,52.7) | | (45.9,62.5) |
| Agree | 24.9 | 24.9 | 24.7 | 24.8 | 24.3 | 25.7 | | 23.5 |
| | (24.1,25.6) | (24.2,25.6) | (24.0,25.5) | (23.0,26.7) | (22.8,25.9) | (23.5,28.0) | | (13.2,38.1) |
| Neither agree nor disagree | 33.2 | 33.4 | 36.3 | 35.9 | 40.8 | 19.9 | | 16.0 |
| | (32.3,34.2) | (32.5,34.3) | (34.8,37.8) | (34.3,37.6) | (38.9,42.7) | (17.3,22.7) | | (14.1,18.2) |
| Disagree | 6.1 | 6.1 | 6.1 | 8.0 | 7.6 | 3.1 | | 6.2 |
| | (5.2,7.2) | (5.2,7.2) | (4.2,8.7) | (6.9,9.3) | (6.9,8.4) | (2.6,3.7) | | (4.3,8.9) |
| Strongly disagree | 3.0 | 3.0 | 3.9 | 3.2 | 2.6 | 1.3 | | 0.0 |
| | (2.5,3.6) | (2.6,3.6) | (3.0,5.1) | (2.3,4.4) | (2.0,3.3) | (0.9,1.8) | | (N/A,N/A) |

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 60i.2**
*Agreement That Military Benefits Have Eroded: By Paygrade and Gender*

60i. How much do you agree or disagree with the following statements? The benefits available to military personnel and their families have eroded over the past few years

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 953 | 295 | 36 | 75 | 1,163 | 187 |
| Responding on Item | 45,701 | 28,734 | 5,682 | 5,352 | 72,818 | 12,558 |
| Strongly agree | 20.3 | 44.9 | 45.0 | 60.4 | 33.4 | 29.3 |
| | *(19.2,21.5)* | *(43.5,46.3)* | *(42.2,47.8)* | *(56.4,64.2)* | *(32.4,34.3)* | *(26.7,32.0)* |
| Agree | 23.4 | 25.4 | 31.8 | 27.1 | 24.7 | 25.8 |
| | *(22.5,24.3)* | *(24.2,26.8)* | *(28.8,35.0)* | *(24.2,30.1)* | *(23.9,25.5)* | *(23.3,28.5)* |
| Neither agree nor disagree | 45.3 | 22.2 | 16.8 | 6.9 | 32.7 | 36.4 |
| | *(43.9,46.8)* | *(21.0,23.4)* | *(14.8,18.9)* | *(5.6,8.6)* | *(31.7,33.8)* | *(34.1,38.8)* |
| Disagree | 6.9 | 5.5 | 5.5 | 3.6 | 6.1 | 6.0 |
| | *(5.3,8.9)* | *(5.0,6.1)* | *(4.1,7.2)* | *(2.0,6.2)* | *(5.1,7.4)* | *(4.9,7.3)* |
| Strongly disagree | 4.0 | 2.0 | 1.0* | 2.1* | 3.1 | 2.6 |
| | *(3.2,5.0)* | *(1.6,2.4)* | *(0.5,2.0)* | *(0.7,6.3)* | *(2.5,3.7)* | *(2.0,3.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60i.3**
*Agreement That Military Benefits Have Eroded:  By Retirement/Separation*

60i.  How much do you agree or disagree with the following statements? The benefits available to military personnel and their families have eroded over the past few years

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 40 | 341 | 53 | 521 | 42 | 332 |
| Responding on Item | 3,847 | 17,629 | 4,493 | 23,112 | 6,394 | 29,859 |
| Strongly agree | 61.6 | 38.2 | 63.2 | 20.6 | 60.0 | 24.8 |
| | (55.2,67.6) | (36.0,40.5) | (59.6,66.7) | (18.8,22.6) | (56.8,63.1) | (23.2,26.5) |
| Agree | 23.5 | 22.1 | 22.1 | 25.7 | 25.6 | 26.3 |
| | (18.6,29.2) | (20.1,24.1) | (17.8,27.0) | (23.8,27.6) | (23.0,28.4) | (24.9,27.8) |
| Neither agree nor disagree | 9.7 | 29.8 | 8.1 | 43.0 | 9.8 | 39.5 |
| | (7.4,12.5) | (27.4,32.4) | (5.8,11.2) | (41.6,44.4) | (7.7,12.5) | (37.1,42.0) |
| Disagree | 3.4* | 6.8 | 3.9* | 6.8 | 2.8 | 6.6 |
| | (1.8,6.3) | (5.5,8.4) | (2.1,6.9) | (5.8,7.9) | (1.6,4.8) | (5.2,8.4) |
| Strongly disagree | 1.8* | 3.1 | 2.8 | 3.9 | 1.7* | 2.7 |
| | (0.8,4.3) | (2.3,4.1) | (1.6,4.8) | (3.0,5.1) | (0.9,3.4) | (2.2,3.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60j.1**
*Agreement That Continuing a Military Career Would Allow Member to Attain Desired Standard of Living: By Service*

60j. How much do you agree or disagree with the following statements? Continuing a military career would have allowed me to attain the standard of living I want for myself/my family

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,318 | 1,318 | 747 | 231 | 161 | 180 | | 0 |
| Responding on Item | 85,560 | 84,674 | 36,615 | 19,201 | 11,277 | 17,580 | | 886 |
| Strongly agree | 4.8 | 4.8 | 5.1 | 4.2 | 4.5 | 5.1 | | 4.9* |
| | (4.4,5.2) | (4.4,5.2) | (4.6,5.6) | (3.2,5.4) | (3.7,5.4) | (4.0,6.4) | | (1.8,12.6) |
| Agree | 13.1 | 13.1 | 13.1 | 13.8 | 12.2 | 13.0 | | 16.0* |
| | (12.3,14.0) | (12.3,13.9) | (12.0,14.3) | (12.0,15.7) | (10.3,14.5) | (11.3,14.9) | | (5.3,39.3) |
| Neither agree nor disagree | 25.6 | 25.7 | 28.3 | 25.7 | 23.6 | 21.4 | | 21.0 |
| | (24.7,26.6) | (24.7,26.6) | (27.1,29.7) | (23.1,28.4) | (21.7,25.7) | (19.6,23.3) | | (15.0,28.5) |
| Disagree | 25.9 | 25.9 | 23.8 | 26.6 | 25.9 | 29.6 | | 28.4 |
| | (24.9,27.0) | (24.9,27.0) | (22.4,25.2) | (24.0,29.3) | (24.1,27.8) | (27.0,32.3) | | (25.4,31.6) |
| Strongly disagree | 30.5 | 30.5 | 29.7 | 29.8 | 33.7 | 31.0 | | 29.6* |
| | (29.7,31.3) | (29.8,31.3) | (28.8,30.6) | (28.1,31.6) | (31.9,35.7) | (28.9,33.1) | | (14.9,50.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60j.2**
*Agreement That Continuing a Military Career Would Allow Member to Attain Desired Standard of Living: By Paygrade and Gender*

60j. How much do you agree or disagree with the following statements? Continuing a military career would have allowed me to attain the standard of living I want for myself/my family

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 900 | 291 | 34 | 93 | 1,160 | 158 |
| Responding on Item | 45,754 | 28,738 | 5,684 | 5,334 | 72,821 | 12,587 |
| Strongly agree | 4.5 | 4.6 | 5.6 | 7.7 | 4.7 | 5.1 |
| | (3.9,5.1) | (4.0,5.2) | (4.4,7.1) | (5.7,10.3) | (4.3,5.1) | (3.8,6.8) |
| Agree | 11.1 | 13.1 | 21.5 | 22.0 | 13.1 | 13.3 |
| | (10.1,12.2) | (11.8,14.6) | (18.7,24.5) | (18.5,25.8) | (12.2,14.1) | (12.0,14.6) |
| Neither agree nor disagree | 28.9 | 22.7 | 14.5 | 24.7 | 25.3 | 27.9 |
| | (27.5,30.3) | (21.5,24.0) | (12.2,17.2) | (21.0,28.8) | (24.3,26.3) | (25.8,30.1) |
| Disagree | 24.3 | 27.4 | 32.8 | 24.4 | 25.9 | 26.4 |
| | (22.7,26.0) | (26.1,28.9) | (30.5,35.2) | (21.4,27.6) | (24.7,27.0) | (24.6,28.2) |
| Strongly disagree | 31.2 | 32.1 | 25.6 | 21.2 | 31.1 | 27.4 |
| | (30.2,32.3) | (30.8,33.5) | (23.7,27.6) | (18.3,24.5) | (30.2,31.9) | (25.5,29.3) |

**Table 60j.3**

*Agreement That Continuing a Military Career Would Allow Member to Attain Desired Standard of Living:  By Retirement/Separation*

60j.  How much do you agree or disagree with the following statements? Continuing a military career would have allowed me to attain the standard of living I want for myself/my family

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 32 | 328 | 62 | 503 | 50 | 310 |
| Responding on Item | 3,855 | 17,642 | 4,484 | 23,130 | 6,386 | 29,881 |
| Strongly agree | 9.1 | 6.3 | 7.4 | 4.0 | 5.1 | 3.5 |
| | (6.3,12.9) | (5.3,7.5) | (4.8,11.2) | (3.2,5.1) | (4.1,6.3) | (3.0,4.1) |
| Agree | 17.3 | 12.6 | 19.5 | 11.4 | 17.8 | 12.2 |
| | (13.4,22.0) | (11.3,14.0) | (16.4,23.0) | (10.0,13.1) | (13.6,22.9) | (11.1,13.5) |
| Neither agree nor disagree | 27.0 | 21.1 | 26.4 | 26.9 | 30.4 | 26.0 |
| | (21.3,33.6) | (19.0,23.3) | (22.3,31.0) | (25.1,28.9) | (27.0,34.1) | (24.2,27.8) |
| Disagree | 26.3 | 24.6 | 22.4 | 24.6 | 25.0 | 28.4 |
| | (21.3,31.9) | (23.1,26.3) | (18.9,26.4) | (23.0,26.2) | (22.0,28.2) | (26.6,30.3) |
| Strongly disagree | 20.3 | 35.4 | 24.3 | 33.0 | 21.7 | 29.9 |
| | (16.6,24.5) | (33.5,37.2) | (20.8,28.2) | (31.2,34.8) | (18.9,24.8) | (28.1,31.8) |

**Table 60k.1**
*Agreement That Member Has Learned Valuable Skills in the Military That Can Be Used in Civilian Jobs:  By Service*

60k.  How much do you agree or disagree with the following statements?  I have been taught valuable skills in the military that I can use later in civilian jobs

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,373 | 1,373 | 825 | 218 | 148 | 181 | | 0 |
| Responding on Item | 85,505 | 84,619 | 36,537 | 19,214 | 11,290 | 17,579 | | 886 |
| Strongly agree | 28.4 | 28.4 | 24.5 | 29.9 | 32.8 | 31.9 | | 25.9 |
| | (27.2,29.5) | (27.2,29.6) | (23.2,25.9) | (27.0,33.1) | (29.3,36.5) | (29.3,34.7) | | (15.4,40.3) |
| Agree | 38.2 | 38.1 | 35.2 | 39.3 | 37.2 | 43.3 | | 46.9 |
| | (37.1,39.3) | (37.0,39.2) | (33.9,36.6) | (37.2,41.4) | (34.7,39.8) | (40.0,46.7) | | (38.5,55.5) |
| Neither agree nor disagree | 20.5 | 20.6 | 24.4 | 19.5 | 18.1 | 15.3 | | 16.0 |
| | (19.6,21.5) | (19.6,21.6) | (22.4,26.4) | (18.2,20.9) | (16.6,19.8) | (14.2,16.5) | | (9.8,25.2) |
| Disagree | 6.9 | 6.9 | 8.4 | 6.5 | 5.7 | 5.1 | | 7.4* |
| | (6.1,7.9) | (6.1,7.9) | (6.8,10.4) | (5.3,7.9) | (5.1,6.3) | (3.9,6.7) | | (3.9,13.5) |
| Strongly disagree | 6.0 | 6.0 | 7.5 | 4.8 | 6.2 | 4.3 | | 3.7* |
| | (5.2,7.0) | (5.2,7.0) | (5.7,9.7) | (4.1,5.6) | (5.0,7.7) | (3.7,4.9) | | (0.6,18.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 60k.2**

*Agreement That Member Has Learned Valuable Skills in the Military That Can Be Used in Civilian Jobs:  By Paygrade and Gender*

60k.  How much do you agree or disagree with the following statements?  I have been taught valuable skills in the military that I can use later in civilian jobs

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 985 | 271 | 43 | 75 | 1,196 | 169 |
| Responding on Item | 45,669 | 28,758 | 5,675 | 5,352 | 72,785 | 12,576 |
| Strongly agree | 21.9 | 33.6 | 42.1 | 41.4 | 28.5 | 28.1 |
| | (20.6,23.2) | (31.2,36.1) | (38.0,46.3) | (36.4,46.6) | (27.2,29.7) | (25.8,30.5) |
| Agree | 34.6 | 42.4 | 41.1 | 43.2 | 38.1 | 38.6 |
| | (33.0,36.3) | (40.7,44.1) | (38.0,44.3) | (37.3,49.3) | (36.8,39.3) | (36.0,41.2) |
| Neither agree nor disagree | 26.1 | 15.3 | 11.7 | 9.9 | 20.6 | 20.2 |
| | (24.5,27.9) | (14.3,16.3) | (9.6,14.3) | (8.5,11.5) | (19.5,21.7) | (18.6,21.9) |
| Disagree | 9.2 | 4.6 | 3.8 | 3.6 | 6.9 | 6.8 |
| | (7.7,10.8) | (3.9,5.5) | (2.4,6.1) | (2.6,4.9) | (6.0,8.0) | (5.6,8.2) |
| Strongly disagree | 8.2 | 4.2 | 1.3 | 1.9 | 5.9 | 6.3 |
| | (6.7,10.0) | (3.6,4.7) | (0.8,2.0) | (1.3,2.8) | (5.0,7.1) | (5.6,7.1) |

**Table 60k.3**

*Agreement That Member Has Learned Valuable Skills in the Military That Can Be Used in Civilian Jobs: By Retirement/Separation*

60k. How much do you agree or disagree with the following statements? I have been taught valuable skills in the military that I can use later in civilian jobs

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 29 | 370 | 50 | 510 | 52 | 332 |
| Responding on Item | 3,858 | 17,600 | 4,496 | 23,123 | 6,384 | 29,859 |
| Strongly agree | 36.3 | 29.1 | 35.3 | 24.7 | 33.3 | 27.7 |
| | (29.3,44.0) | (27.1,31.3) | (30.2,40.8) | (23.0,26.6) | (28.3,38.8) | (26.2,29.1) |
| Agree | 42.2 | 32.4 | 45.3 | 35.3 | 46.8 | 40.4 |
| | (35.9,48.8) | (30.2,34.7) | (41.9,48.7) | (33.6,36.9) | (41.9,51.7) | (38.8,42.1) |
| Neither agree nor disagree | 15.0 | 21.4 | 12.7 | 24.8 | 13.3 | 20.1 |
| | (12.1,18.4) | (19.6,23.3) | (9.9,16.0) | (22.9,26.8) | (11.8,15.1) | (18.7,21.6) |
| Disagree | 4.3 | 8.4 | 4.0 | 8.4 | 3.4 | 6.4 |
| | (2.9,6.5) | (6.8,10.4) | (2.6,6.1) | (7.4,9.7) | (2.2,5.3) | (5.5,7.5) |
| Strongly disagree | 2.1* | 8.6 | 2.8 | 6.8 | 3.1 | 5.4 |
| | (0.9,4.7) | (6.8,10.9) | (1.8,4.3) | (5.7,8.1) | (2.3,4.4) | (4.7,6.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 61.1**

*Likelihood That, Given the Chance to Start Over, Member Would Have Stayed in the Military for More Than First Enlistment or Initial Obligation: By Service*

61. If you could do it over again, would you have stayed in the military for more than your first enlistment or initial obligation?

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,031 | 1,031 | 542 | 190 | 111 | 187 | | 0 |
| Responding on Item | 85,847 | 84,961 | 36,820 | 19,242 | 11,327 | 17,573 | | 886 |
| Definitely yes | 11.3 | 11.3 | 9.5 | 11.4 | 9.0 | 16.2 | | 17.3* |
| | (10.7,12.0) | (10.6,11.9) | (9.0,10.1) | (9.7,13.3) | (7.5,10.8) | (14.2,18.4) | | (7.1,36.5) |
| Probably yes | 15.5 | 15.6 | 15.1 | 16.4 | 11.2 | 18.4 | | 13.6 |
| | (14.8,16.3) | (14.8,16.4) | (13.6,16.7) | (15.2,17.8) | (10.0,12.6) | (17.2,19.7) | | (8.0,22.0) |
| Unsure | 18.0 | 18.0 | 19.3 | 16.1 | 20.5 | 15.7 | | 21.0 |
| | (17.3,18.8) | (17.3,18.8) | (18.5,20.2) | (14.4,17.9) | (19.3,21.8) | (13.4,18.3) | | (19.1,23.0) |
| Probably no | 22.4 | 22.5 | 20.9 | 22.5 | 25.8 | 23.6 | | 16.0 |
| | (21.5,23.3) | (21.6,23.3) | (19.5,22.3) | (20.5,24.5) | (24.2,27.5) | (21.6,25.7) | | (13.4,19.1) |
| Definitely no | 32.7 | 32.7 | 35.2 | 33.7 | 33.4 | 26.0 | | 32.1 |
| | (31.8,33.6) | (31.8,33.6) | (33.9,36.4) | (31.5,35.9) | (32.3,34.4) | (23.5,28.7) | | (23.9,41.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 61.2**

*Likelihood That, Given the Chance to Start Over, Member Would Have Stayed in the Military for More Than First Enlistment or Initial Obligation:  By Paygrade and Gender*

61.  If you could do it over again, would you have stayed in the military for more than your first enlistment or initial obligation?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 684 | 292 | 29 | 27 | 888 | 118 |
| Responding on Item | 45,970 | 28,737 | 5,689 | 5,400 | 73,093 | 12,627 |
| Definitely yes | 4.0 | 17.6 | 12.9 | 38.8 | 11.2 | 12.3 |
| | (3.5,4.6) | (16.2,19.1) | (10.6,15.7) | (35.3,42.3) | (10.5,11.9) | (10.7,14.0) |
| Probably yes | 10.4 | 22.2 | 14.3 | 25.5 | 15.1 | 18.3 |
| | (9.2,11.7) | (21.1,23.2) | (12.5,16.3) | (23.1,27.9) | (14.2,16.0) | (16.8,20.0) |
| Unsure | 20.6 | 16.3 | 13.4 | 10.2 | 17.9 | 18.5 |
| | (19.5,21.7) | (15.0,17.7) | (11.7,15.3) | (8.5,12.2) | (17.1,18.8) | (16.8,20.3) |
| Probably no | 22.1 | 22.8 | 28.5 | 16.2 | 22.6 | 21.1 |
| | (21.0,23.3) | (21.2,24.4) | (25.1,32.1) | (13.9,18.7) | (21.7,23.6) | (19.3,23.0) |
| Definitely no | 42.9 | 21.1 | 30.9 | 9.4 | 33.2 | 29.9 |
| | (41.5,44.2) | (19.8,22.5) | (27.5,34.5) | (7.8,11.3) | (32.2,34.2) | (28.0,31.8) |

**Table 61.3**

*Likelihood That, Given the Chance to Start Over, Member Would Have Stayed in the Military for More Than First Enlistment or Initial Obligation: By Retirement/Separation*

61. If you could do it over again, would you have stayed in the military for more than your first enlistment or initial obligation?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 227 | 75 | 318 | 57 | 302 |
| Responding on Item | 3,865 | 17,743 | 4,471 | 23,315 | 6,379 | 29,889 |
| Definitely yes | 45.4 | 11.7 | 30.8 | 4.1 | 27.8 | 6.0 |
| | (40.4,50.5) | (10.5,13.1) | (25.9,36.1) | (3.3,5.0) | (24.3,31.7) | (5.2,6.8) |
| Probably yes | 25.1 | 15.4 | 27.3 | 8.6 | 32.2 | 14.5 |
| | (22.4,28.0) | (13.6,17.3) | (22.5,32.8) | (7.4,10.0) | (28.8,35.8) | (13.3,15.8) |
| Unsure | 9.3 | 16.6 | 13.3 | 16.0 | 14.2 | 23.2 |
| | (6.8,12.5) | (15.0,18.3) | (11.0,15.9) | (15.0,17.0) | (11.8,17.0) | (21.5,24.9) |
| Probably no | 13.6 | 20.4 | 19.9 | 24.0 | 16.2 | 25.2 |
| | (10.1,18.1) | (18.5,22.4) | (16.1,24.4) | (22.6,25.4) | (13.1,19.8) | (24.0,26.4) |
| Definitely no | 6.6 | 36.0 | 8.7 | 47.3 | 9.6 | 31.2 |
| | (4.7,9.1) | (33.5,38.5) | (5.3,13.9) | (46.0,48.6) | (7.3,12.5) | (29.7,32.8) |

**Table 62a.1**
*Military Opportunities Compared to Civilian Opportunities--Promotion Opportunities: By Service*

62a. How would your opportunities in the military compare to opportunities you will have in the civilian world? Promotion opportunities

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | 0 |
| Not Responding on Item | 1,151 | 1,151 | 610 | 223 | 118 | 200 | |
| Responding on Item | 85,727 | 84,841 | 36,752 | 19,209 | 11,320 | 17,560 | 886 |
| Much better as a civilian | 26.9 | 27.0 | 25.4 | 31.0 | 24.5 | 27.7 | 19.8 |
| | (26.1,27.8) | (26.1,27.9) | (24.4,26.3) | (28.8,33.4) | (22.9,26.1) | (25.3,30.2) | (15.0,25.6) |
| Somewhat better as a civilian | 25.5 | 25.6 | 23.9 | 27.5 | 24.9 | 27.6 | 19.8 |
| | (24.5,26.7) | (24.5,26.7) | (21.9,26.1) | (25.5,29.7) | (22.7,27.2) | (25.9,29.3) | (15.7,24.5) |
| No difference | 16.6 | 16.5 | 18.4 | 14.2 | 18.0 | 14.2 | 24.7 |
| | (15.6,17.7) | (15.5,17.7) | (16.5,20.6) | (12.9,15.7) | (16.0,20.2) | (12.1,16.5) | (19.6,30.5) |
| Somewhat better in the military | 9.7 | 9.7 | 10.6 | 7.9 | 11.0 | 9.0 | 11.1* |
| | (9.1,10.5) | (9.0,10.4) | (9.5,11.8) | (6.7,9.4) | (10.3,11.8) | (7.5,10.7) | (2.6,36.9) |
| Much better in the military | 3.7 | 3.7 | 4.1 | 2.9 | 4.3 | 3.0 | 6.2* |
| | (3.4,4.0) | (3.3,4.0) | (3.6,4.8) | (2.4,3.6) | (3.5,5.3) | (2.4,3.8) | (1.9,18.1) |
| Don't know | 17.5 | 17.5 | 17.6 | 16.3 | 17.3 | 18.6 | 18.5 |
| | (16.7,18.3) | (16.7,18.3) | (16.4,18.8) | (14.9,17.9) | (15.5,19.2) | (16.5,21.0) | (15.8,21.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62a.2**
*Military Opportunities Compared to Civilian Opportunities--Promotion Opportunities:  By Paygrade and Gender*

62a.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Promotion opportunities

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 691 | 331 | 54 | 75 | 935 | 208 |
| Responding on Item | 45,963 | 28,698 | 5,664 | 5,352 | 73,046 | 12,537 |
| Much better as a civilian | 29.8 | 22.8 | 33.9 | 17.6 | 27.6 | 23.5 |
| | *(28.6,30.9)* | *(21.3,24.4)* | *(31.4,36.5)* | *(14.4,21.2)* | *(26.6,28.5)* | *(21.8,25.3)* |
| Somewhat better as a civilian | 25.1 | 26.4 | 25.8 | 24.3 | 25.8 | 23.8 |
| | *(23.3,26.9)* | *(24.8,28.1)* | *(21.9,30.0)* | *(20.9,28.0)* | *(24.6,27.2)* | *(21.9,25.7)* |
| No difference | 17.2 | 15.5 | 13.9 | 20.4 | 16.5 | 17.3 |
| | *(15.5,19.2)* | *(14.5,16.5)* | *(11.4,16.9)* | *(16.4,25.1)* | *(15.3,17.8)* | *(15.4,19.3)* |
| Somewhat better in the military | 8.6 | 10.9 | 10.9 | 11.8 | 9.7 | 9.9 |
| | *(7.7,9.8)* | *(9.8,12.0)* | *(9.1,13.1)* | *(9.4,14.7)* | *(9.0,10.5)* | *(8.4,11.6)* |
| Much better in the military | 2.6 | 4.6 | 4.0 | 7.3 | 3.6 | 4.3 |
| | *(2.2,3.1)* | *(4.0,5.3)* | *(2.6,6.2)* | *(5.2,10.2)* | *(3.2,4.0)* | *(3.5,5.4)* |
| Don't know | 16.6 | 19.8 | 11.5 | 18.8 | 16.8 | 21.3 |
| | *(15.5,17.8)* | *(18.4,21.3)* | *(8.9,14.7)* | *(15.6,22.3)* | *(15.9,17.8)* | *(19.4,23.3)* |

**Table 62a.3**
*Military Opportunities Compared to Civilian Opportunities--Promotion Opportunities:  By Retirement/Separation*

62a.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Promotion opportunities

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 75 | 262 | 68 | 329 | 65 | 334 |
| Responding on Item | 3,812 | 17,708 | 4,478 | 23,304 | 6,371 | 29,857 |
| Much better as a civilian | 16.3 | 35.2 | 15.4 | 27.7 | 16.1 | 26.9 |
| | *(12.4,21.0)* | *(33.0,37.3)* | *(11.7,19.9)* | *(26.0,29.5)* | *(13.4,19.2)* | *(25.2,28.7)* |
| Somewhat better as a civilian | 25.5 | 24.0 | 26.7 | 24.5 | 24.4 | 27.4 |
| | *(23.8,27.2)* | *(22.1,25.9)* | *(22.6,31.1)* | *(23.1,26.0)* | *(20.6,28.6)* | *(25.7,29.1)* |
| No difference | 15.8 | 15.5 | 13.9 | 18.0 | 16.6 | 16.7 |
| | *(11.6,21.3)* | *(14.1,17.0)* | *(11.6,16.6)* | *(16.4,19.7)* | *(14.4,19.2)* | *(15.0,18.7)* |
| Somewhat better in the military | 12.2 | 8.0 | 13.1 | 10.0 | 11.6 | 9.3 |
| | *(8.7,16.8)* | *(6.7,9.4)* | *(10.9,15.7)* | *(8.9,11.2)* | *(9.5,14.1)* | *(8.6,10.0)* |
| Much better in the military | 7.5 | 2.9 | 8.6 | 3.1 | 5.2 | 3.0 |
| | *(5.7,9.8)* | *(2.4,3.6)* | *(6.9,10.5)* | *(2.6,3.8)* | *(3.5,7.8)* | *(2.6,3.5)* |
| Don't know | 22.8 | 14.5 | 22.5 | 16.6 | 26.1 | 16.7 |
| | *(18.8,27.3)* | *(12.6,16.5)* | *(18.7,26.7)* | *(15.1,18.3)* | *(23.4,29.0)* | *(15.4,18.1)* |

**Table 62b.1**
*Military Opportunities Compared to Civilian Opportunities--Amount of Personal/Family Time:  By Service*

62b.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Amount of personal/family time

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,108 | 1,108 | 669 | 114 | 122 | 203 | | 0 |
| Responding on Item | 85,770 | 84,884 | 36,693 | 19,318 | 11,316 | 17,557 | | 886 |
| Much better as a civilian | 47.3 | 47.3 | 48.3 | 57.1 | 49.7 | 33.0 | | 43.2 |
| | (46.2,48.4) | (46.3,48.4) | (46.9,49.8) | (54.9,59.3) | (47.5,51.9) | (29.7,36.4) | | (24.9,63.5) |
| Somewhat better as a civilian | 24.9 | 24.9 | 23.5 | 23.1 | 25.3 | 29.5 | | 24.7 |
| | (23.9,26.0) | (23.9,26.0) | (21.9,25.2) | (20.9,25.5) | (23.9,26.8) | (27.0,32.2) | | (15.9,36.2) |
| No difference | 13.0 | 12.9 | 12.9 | 8.8 | 11.3 | 18.5 | | 19.8* |
| | (12.2,13.8) | (12.2,13.7) | (11.7,14.3) | (7.6,10.2) | (10.3,12.5) | (16.5,20.6) | | (8.9,38.2) |
| Somewhat better in the military | 4.3 | 4.3 | 3.8 | 3.0 | 3.7 | 7.3 | | 4.9 |
| | (4.0,4.8) | (3.9,4.8) | (3.3,4.3) | (2.1,4.2) | (3.2,4.4) | (6.3,8.5) | | (4.8,5.1) |
| Much better in the military | 2.2 | 2.2 | 2.1 | 1.9 | 1.7 | 2.9 | | 2.5* |
| | (1.9,2.5) | (1.9,2.5) | (1.7,2.7) | (1.4,2.5) | (1.3,2.2) | (2.2,3.7) | | (0.4,12.9) |
| Don't know | 8.3 | 8.3 | 9.3 | 6.1 | 8.2 | 8.8 | | 4.9 |
| | (7.7,9.0) | (7.7,9.0) | (8.2,10.5) | (5.4,6.9) | (7.2,9.5) | (7.3,10.6) | | (4.8,5.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62b.2**
*Military Opportunities Compared to Civilian Opportunities—Amount of Personal/Family Time: By Paygrade and Gender*

62b. How would your opportunities in the military compare to opportunities you will have in the civilian world? Amount of personal/family time

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 750 | 272 | 46 | 44 | 905 | 205 |
| Responding on Item | 45,904 | 28,757 | 5,672 | 5,383 | 73,076 | 12,540 |
| Much better as a civilian | 50.0 | 46.3 | 44.0 | 33.1 | 48.1 | 43.0 |
| | (48.5,51.6) | (44.5,48.1) | (40.0,48.1) | (30.1,36.2) | (46.8,49.3) | (40.6,45.4) |
| Somewhat better as a civilian | 22.7 | 26.2 | 27.8 | 33.9 | 24.7 | 26.3 |
| | (21.2,24.2) | (24.4,28.0) | (24.7,31.0) | (30.9,37.0) | (23.5,25.9) | (23.9,28.8) |
| No difference | 13.4 | 11.7 | 14.1 | 15.1 | 12.6 | 15.1 |
| | (12.2,14.7) | (10.7,12.8) | (11.6,17.2) | (12.4,18.2) | (11.8,13.5) | (13.1,17.4) |
| Somewhat better in the military | 3.4 | 4.7 | 6.7 | 7.8 | 4.3 | 4.2 |
| | (2.9,4.0) | (4.1,5.4) | (5.3,8.4) | (6.1,9.9) | (3.9,4.8) | (3.1,5.5) |
| Much better in the military | 1.9 | 2.4 | 3.0 | 2.5 | 2.1 | 2.3 |
| | (1.5,2.4) | (2.0,2.9) | (1.9,4.8) | (1.6,3.9) | (1.8,2.5) | (1.5,3.5) |
| Don't know | 8.6 | 8.7 | 4.3 | 7.7 | 8.2 | 9.1 |
| | (7.6,9.7) | (8.0,9.5) | (3.2,6.0) | (5.1,11.4) | (7.5,8.9) | (7.6,10.8) |

**Table 62b.3**
*Military Opportunities Compared to Civilian Opportunities--Amount of Personal/Family Time: By Retirement/Separation*

62b. How would your opportunities in the military compare to opportunities you will have in the civilian world? Amount of personal/family time

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 23 | 243 | 35 | 360 | 85 | 346 |
| Responding on Item | 3,864 | 17,727 | 4,511 | 23,273 | 6,351 | 29,845 |
| Much better as a civilian | 37.8 | 55.3 | 35.5 | 48.5 | 32.6 | 47.8 |
| | (32.3,43.6) | (52.1,58.4) | (32.4,38.6) | (46.7,50.2) | (28.7,36.7) | (45.9,49.6) |
| Somewhat better as a civilian | 25.4 | 21.6 | 35.1 | 22.4 | 34.3 | 25.3 |
| | (19.6,32.2) | (20.0,23.3) | (30.8,39.6) | (20.5,24.4) | (30.4,38.4) | (23.9,26.8) |
| No difference | 14.0 | 11.1 | 13.6 | 13.6 | 12.5 | 13.5 |
| | (11.8,16.4) | (9.7,12.7) | (11.2,16.4) | (12.2,15.1) | (10.6,14.7) | (12.1,15.1) |
| Somewhat better in the military | 7.9 | 3.1 | 4.3* | 4.4 | 5.8 | 4.2 |
| | (5.6,10.8) | (2.6,3.7) | (2.3,8.0) | (3.5,5.6) | (4.0,8.4) | (3.5,5.0) |
| Much better in the military | 4.4 | 1.7 | 4.2 | 2.5 | 2.3 | 1.5 |
| | (2.7,7.1) | (1.2,2.6) | (2.9,6.3) | (2.1,3.1) | (1.5,3.8) | (1.1,2.0) |
| Don't know | 10.6 | 7.2 | 7.3 | 8.6 | 12.4 | 7.8 |
| | (7.9,14.0) | (5.5,9.2) | (5.2,10.1) | (7.5,9.8) | (10.1,15.2) | (6.8,8.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62c.1**
*Military Opportunities Compared to Civilian Opportunities--Hours Worked Per Week: By Service*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,259 | 1,259 | 678 | 246 | 138 | 197 | 0 |
| Responding on Item | 85,619 | 84,733 | 36,684 | 19,186 | 11,300 | 17,563 | 886 |
| Much better as a civilian | 38.4 | 38.5 | 43.1 | 41.6 | 39.8 | 24.5 | 29.6* |
| | (37.4,39.4) | (37.5,39.4) | (41.5,44.6) | (39.5,43.7) | (37.8,41.8) | (22.0,27.2) | (12.5,55.4) |
| Somewhat better as a civilian | 25.8 | 25.8 | 25.3 | 25.7 | 25.9 | 26.6 | 28.4* |
| | (24.7,26.9) | (24.7,26.9) | (23.5,27.3) | (23.6,28.0) | (23.8,28.2) | (24.4,29.0) | (12.0,53.5) |
| No difference | 19.9 | 19.8 | 16.6 | 18.1 | 19.7 | 28.6 | 21.0 |
| | (19.1,20.6) | (19.1,20.6) | (15.7,17.6) | (16.4,20.0) | (18.0,21.5) | (26.4,30.8) | (18.2,24.1) |
| Somewhat better in the military | 5.8 | 5.7 | 4.6 | 5.3 | 5.0 | 8.9 | 17.3 |
| | (5.3,6.4) | (5.2,6.2) | (3.8,5.6) | (4.5,6.2) | (4.0,6.3) | (7.9,10.1) | (16.9,17.7) |
| Much better in the military | 2.4 | 2.5 | 1.9 | 2.9 | 2.3 | 3.2 | 1.2* |
| | (2.1,2.9) | (2.1,2.9) | (1.5,2.4) | (2.1,4.2) | (1.7,3.1) | (2.3,4.5) | (0.2,6.7) |
| Don't know | 7.7 | 7.8 | 8.5 | 6.3 | 7.3 | 8.2 | 2.5 |
| | (7.2,8.3) | (7.3,8.4) | (7.6,9.5) | (5.6,7.1) | (6.2,8.5) | (6.9,9.7) | (2.4,2.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62c.2**
*Military Opportunities Compared to Civilian Opportunities—Hours Worked Per Week:  By Paygrade and Gender*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 797 | 369 | 44 | 52 | 1,081 | 172 |
| Responding on Item | 45,857 | 28,660 | 5,674 | 5,375 | 72,900 | 12,573 |
| Much better as a civilian | 41.2 | 38.0 | 29.0 | 26.9 | 39.0 | 34.5 |
| | *(39.6,42.7)* | *(36.7,39.2)* | *(25.2,33.1)* | *(23.9,30.2)* | *(37.9,40.1)* | *(32.5,36.6)* |
| Somewhat better as a civilian | 23.1 | 28.0 | 28.4 | 33.9 | 25.9 | 25.3 |
| | *(21.5,24.7)* | *(26.3,29.8)* | *(24.6,32.5)* | *(29.9,38.2)* | *(24.6,27.2)* | *(23.4,27.3)* |
| No difference | 19.9 | 18.3 | 25.1 | 22.4 | 19.3 | 23.2 |
| | *(18.9,20.9)* | *(17.0,19.8)* | *(20.8,30.0)* | *(19.6,25.4)* | *(18.4,20.1)* | *(21.0,25.5)* |
| Somewhat better in the military | 5.2 | 5.2 | 11.0 | 8.2 | 5.9 | 5.4 |
| | *(4.5,6.1)* | *(4.6,5.9)* | *(8.1,14.8)* | *(6.5,10.2)* | *(5.3,6.5)* | *(4.4,6.5)* |
| Much better in the military | 2.5 | 2.3 | 2.7 | 2.5 | 2.4 | 2.6 |
| | *(1.9,3.1)* | *(1.8,3.0)* | *(1.8,4.1)* | *(1.5,4.2)* | *(2.0,2.9)* | *(1.9,3.6)* |
| Don't know | 8.2 | 8.1 | 3.8 | 6.1 | 7.5 | 9.0 |
| | *(7.3,9.1)* | *(7.5,8.8)* | *(2.4,5.9)* | *(4.2,8.8)* | *(6.9,8.2)* | *(7.7,10.5)* |

**Table 62c.3**
*Military Opportunities Compared to Civilian Opportunities--Hours Worked Per Week:  By Retirement/Separation*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 21 | 197 | 40 | 541 | 157 | 285 |
| Responding on Item | 3,866 | 17,773 | 4,506 | 23,092 | 6,279 | 29,906 |
| Much better as a civilian | 34.2 | 45.4 | 32.6 | 38.2 | 27.4 | 38.0 |
| | (29.6,39.0) | (42.3,48.4) | (29.2,36.1) | (36.5,40.1) | (24.0,31.1) | (36.2,39.9) |
| Somewhat better as a civilian | 26.5 | 22.7 | 34.0 | 24.0 | 35.6 | 25.7 |
| | (23.0,30.4) | (21.1,24.5) | (30.4,37.7) | (22.4,25.6) | (30.2,41.4) | (23.7,27.7) |
| No difference | 20.2 | 17.4 | 20.3 | 20.8 | 20.0 | 20.4 |
| | (16.4,24.6) | (15.2,19.8) | (16.3,25.1) | (19.3,22.4) | (16.3,24.4) | (19.1,21.8) |
| Somewhat better in the military | 6.7 | 5.3 | 3.5 | 5.8 | 5.3 | 6.4 |
| | (4.8,9.2) | (4.1,6.9) | (2.1,5.6) | (5.0,6.8) | (4.0,6.8) | (5.4,7.5) |
| Much better in the military | 2.0 | 2.0 | 2.5* | 3.1 | 1.6* | 2.4 |
| | (1.3,3.0) | (1.5,2.6) | (1.2,5.2) | (2.3,4.0) | (0.8,3.5) | (1.9,3.1) |
| Don't know | 10.4 | 7.2 | 7.2 | 8.1 | 10.1 | 7.1 |
| | (7.5,14.3) | (5.5,9.2) | (5.6,9.2) | (7.2,9.0) | (8.4,12.0) | (6.4,7.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62d.1**
*Military Opportunities Compared to Civilian Opportunities--Vacation Time:  By Service*

62d.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Vacation time

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,282 | 1,272 | 719 | 236 | 121 | 196 | | 11 |
| Responding on Item | 85,596 | 84,720 | 36,643 | 19,196 | 11,317 | 17,564 | | 875 |
| Much better as a civilian | 14.9 | 14.9 | 16.6 | 16.0 | 14.9 | 10.0 | | 13.8 |
| | (13.8,16.0) | (13.8,16.0) | (15.4,18.0) | (13.7,18.7) | (13.8,16.1) | (6.9,14.1) | | (8.3,21.8) |
| Somewhat better as a civilian | 9.2 | 9.2 | 10.1 | 10.0 | 8.7 | 6.7 | | 7.5* |
| | (8.6,9.9) | (8.6,9.9) | (9.2,11.1) | (9.0,11.2) | (7.7,9.8) | (5.0,9.0) | | (4.1,13.4) |
| No difference | 17.1 | 17.1 | 18.1 | 18.1 | 16.9 | 14.2 | | 13.8 |
| | (16.3,17.9) | (16.3,17.9) | (16.8,19.4) | (16.2,20.2) | (15.8,18.1) | (12.7,15.8) | | (7.5,23.8) |
| Somewhat better in the military | 27.6 | 27.6 | 23.7 | 28.7 | 27.7 | 34.2 | | 33.8 |
| | (26.8,28.5) | (26.7,28.4) | (22.8,24.7) | (27.2,30.3) | (25.6,30.0) | (31.4,37.1) | | (24.1,45.0) |
| Much better in the military | 22.4 | 22.3 | 21.2 | 19.2 | 23.9 | 27.1 | | 28.8* |
| | (21.4,23.5) | (21.3,23.4) | (19.4,23.1) | (17.8,20.6) | (22.1,25.8) | (24.5,29.7) | | (14.3,49.4) |
| Don't know | 8.8 | 8.9 | 10.2 | 8.0 | 7.8 | 7.9 | | 2.5* |
| | (8.3,9.4) | (8.4,9.4) | (9.5,10.9) | (6.9,9.3) | (6.8,9.0) | (6.5,9.4) | | (0.4,12.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62d.2**
*Military Opportunities Compared to Civilian Opportunities—Vacation Time: By Paygrade and Gender*

62d.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Vacation time

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 898 | 313 | 33 | 42 | 1,080 | 185 |
| Responding on Item | 45,756 | 28,716 | 5,685 | 5,385 | 72,901 | 12,560 |
| Much better as a civilian | 19.4 | 9.4 | 11.7 | 9.5 | 15.0 | 14.1 |
| | *(17.6,21.3)* | *(8.6,10.3)* | *(9.5,14.4)* | *(7.4,12.1)* | *(13.8,16.3)* | *(12.4,16.0)* |
| Somewhat better as a civilian | 10.4 | 7.5 | 7.3 | 9.6 | 9.4 | 7.8 |
| | *(9.5,11.4)* | *(6.6,8.7)* | *(5.9,9.0)* | *(7.7,11.9)* | *(8.8,10.1)* | *(6.6,9.3)* |
| No difference | 18.9 | 14.2 | 16.5 | 17.6 | 17.3 | 16.0 |
| | *(17.8,20.1)* | *(13.0,15.5)* | *(14.1,19.2)* | *(13.9,22.0)* | *(16.4,18.2)* | *(14.3,17.8)* |
| Somewhat better in the military | 22.3 | 32.7 | 37.2 | 36.0 | 27.6 | 27.8 |
| | *(21.2,23.4)* | *(31.3,34.0)* | *(33.0,41.6)* | *(31.4,40.8)* | *(26.7,28.5)* | *(25.5,30.2)* |
| Much better in the military | 19.4 | 26.8 | 24.0 | 22.8 | 22.0 | 24.9 |
| | *(17.7,21.1)* | *(25.4,28.2)* | *(21.0,27.3)* | *(21.1,24.7)* | *(20.8,23.2)* | *(22.8,27.0)* |
| Don't know | 9.6 | 9.4 | 3.2 | 4.5 | 8.7 | 9.4 |
| | *(9.0,10.3)* | *(8.4,10.5)* | *(2.2,4.5)* | *(2.9,7.1)* | *(8.2,9.3)* | *(8.1,10.9)* |

**Table 62d.3**
*Military Opportunities Compared to Civilian Opportunities--Vacation Time: By Retirement/Separation*

62d.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Vacation time

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 32 | 234 | 49 | 509 | 73 | 370 |
| Responding on Item | 3,855 | 17,736 | 4,497 | 23,124 | 6,363 | 29,821 |
| Much better as a civilian | 9.3 | 18.2 | 8.3 | 17.4 | 5.5 | 14.7 |
| | *(7.0,12.2)* | *(15.9,20.7)* | *(5.8,11.7)* | *(15.9,18.9)* | *(4.1,7.3)* | *(13.2,16.4)* |
| Somewhat better as a civilian | 8.3 | 8.8 | 6.1 | 11.3 | 6.6 | 8.9 |
| | *(6.2,11.1)* | *(7.5,10.5)* | *(3.8,9.8)* | *(9.8,12.9)* | *(4.5,9.4)* | *(8.0,9.8)* |
| No difference | 11.5 | 18.1 | 13.0 | 18.1 | 12.6 | 18.1 |
| | *(8.6,15.2)* | *(16.6,19.6)* | *(9.4,17.6)* | *(16.5,19.8)* | *(10.3,15.3)* | *(16.8,19.3)* |
| Somewhat better in the military | 31.9 | 25.8 | 30.5 | 23.4 | 36.4 | 29.1 |
| | *(27.8,36.3)* | *(24.3,27.4)* | *(25.7,35.7)* | *(21.9,24.9)* | *(33.1,39.9)* | *(27.5,30.6)* |
| Much better in the military | 26.8 | 20.3 | 33.8 | 21.2 | 29.2 | 20.8 |
| | *(22.2,32.0)* | *(18.5,22.3)* | *(29.9,37.9)* | *(18.9,23.6)* | *(27.3,31.3)* | *(19.5,22.2)* |
| Don't know | 12.1 | 8.7 | 8.4 | 8.7 | 9.7 | 8.5 |
| | *(9.4,15.5)* | *(7.4,10.2)* | *(5.7,12.2)* | *(7.8,9.8)* | *(8.0,11.7)* | *(7.8,9.2)* |

**Table 62e.1**
*Military Opportunities Compared to Civilian Opportunities--Education and Training Opportunities: By Service*

62e. How would your opportunities in the military compare to opportunities you will have in the civilian world? Education and training opportunities

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,248 | 1,248 | 630 | 234 | 125 | 259 | | 0 |
| Responding on Item | 85,630 | 84,744 | 36,732 | 19,198 | 11,313 | 17,501 | | 886 |
| Much better as a civilian | 24.6 | 24.7 | 28.7 | 21.8 | 29.8 | 16.1 | | 17.3 |
| | (23.6,25.6) | (23.7,25.7) | (27.2,30.4) | (20.2,23.4) | (27.8,31.9) | (13.6,19.0) | | (9.9,28.4) |
| Somewhat better as a civilian | 19.3 | 19.3 | 20.2 | 19.0 | 22.1 | 16.2 | | 13.6 |
| | (18.4,20.2) | (18.4,20.3) | (18.8,21.6) | (17.2,21.0) | (20.4,23.8) | (14.0,18.5) | | (8.0,22.0) |
| No difference | 21.8 | 21.7 | 20.7 | 23.0 | 19.9 | 23.8 | | 27.2 |
| | (20.6,23.0) | (20.5,23.0) | (18.7,22.9) | (21.5,24.5) | (18.3,21.5) | (20.3,27.6) | | (18.1,38.6) |
| Somewhat better in the military | 15.1 | 15.0 | 12.4 | 17.3 | 11.0 | 20.7 | | 18.5 |
| | (14.4,15.8) | (14.3,15.8) | (11.5,13.3) | (15.7,19.1) | (9.7,12.4) | (18.5,23.2) | | (15.8,21.6) |
| Much better in the military | 9.0 | 9.0 | 7.3 | 9.7 | 7.9 | 12.4 | | 11.1 |
| | (8.4,9.6) | (8.4,9.6) | (6.5,8.1) | (8.1,11.5) | (6.7,9.2) | (11.5,13.4) | | (8.7,14.1) |
| Don't know | 10.3 | 10.2 | 10.7 | 9.3 | 9.4 | 10.8 | | 12.3 |
| | (9.6,10.9) | (9.6,10.9) | (10.0,11.5) | (8.4,10.3) | (8.3,10.6) | (8.7,13.4) | | (12.0,12.7) |

**Table 62e.2**
*Military Opportunities Compared to Civilian Opportunities—Education and Training Opportunities: By Paygrade and Gender*

62e. How would your opportunities in the military compare to opportunities you will have in the civilian world? Education and training opportunities

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 806 | 358 | 44 | 44 | 1,058 | 192 |
| Responding on Item | 45,848 | 28,671 | 5,674 | 5,383 | 72,923 | 12,553 |
| Much better as a civilian | 29.6 | 20.1 | 22.0 | 9.5 | 25.2 | 21.7 |
| | *(28.0,31.2)* | *(18.9,21.3)* | *(19.7,24.6)* | *(7.7,11.7)* | *(24.1,26.3)* | *(19.8,23.7)* |
| Somewhat better as a civilian | 19.3 | 19.0 | 24.7 | 15.1 | 19.7 | 16.6 |
| | *(17.9,20.8)* | *(17.7,20.3)* | *(22.5,26.9)* | *(12.1,18.8)* | *(18.7,20.8)* | *(15.1,18.1)* |
| No difference | 20.6 | 22.6 | 25.8 | 23.8 | 22.0 | 20.7 |
| | *(18.8,22.5)* | *(21.1,24.1)* | *(22.9,29.0)* | *(18.8,29.6)* | *(20.6,23.4)* | *(19.0,22.6)* |
| Somewhat better in the military | 12.7 | 16.6 | 14.5 | 27.8 | 14.9 | 15.9 |
| | *(11.8,13.7)* | *(15.1,18.3)* | *(12.7,16.4)* | *(24.8,31.0)* | *(14.1,15.7)* | *(14.5,17.5)* |
| Much better in the military | 7.9 | 10.4 | 5.6 | 14.0 | 8.1 | 14.0 |
| | *(7.1,8.7)* | *(9.3,11.6)* | *(4.3,7.3)* | *(12.8,15.3)* | *(7.5,8.8)* | *(12.5,15.7)* |
| Don't know | 10.0 | 11.3 | 7.4 | 9.7 | 10.1 | 11.0 |
| | *(9.2,10.9)* | *(10.2,12.6)* | *(5.7,9.6)* | *(7.1,13.2)* | *(9.4,10.8)* | *(9.4,12.9)* |

**Table 62e.3**
*Military Opportunities Compared to Civilian Opportunities--Education and Training Opportunities: By Retirement/Separation*

62e. How would your opportunities in the military compare to opportunities you will have in the civilian world? Education and training opportunities

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 17 | 278 | 91 | 459 | 90 | 270 |
| Responding on Item | 3,870 | 17,692 | 4,455 | 23,174 | 6,346 | 29,921 |
| Much better as a civilian | 9.6 | 31.7 | 9.8 | 28.0 | 8.5 | 25.4 |
| | *(7.5,12.3)* | *(29.3,34.2)* | *(7.8,12.2)* | *(25.8,30.3)* | *(6.3,11.2)* | *(24.0,26.9)* |
| Somewhat better as a civilian | 13.2 | 18.8 | 12.5 | 18.6 | 15.3 | 22.7 |
| | *(8.7,19.6)* | *(17.2,20.5)* | *(10.3,15.2)* | *(16.9,20.4)* | *(13.3,17.5)* | *(21.2,24.3)* |
| No difference | 22.4 | 20.8 | 19.9 | 22.0 | 22.9 | 22.2 |
| | *(17.1,28.8)* | *(18.8,23.0)* | *(17.3,22.7)* | *(20.1,24.0)* | *(19.6,26.6)* | *(20.5,23.9)* |
| Somewhat better in the military | 21.3 | 12.4 | 27.5 | 13.7 | 23.4 | 13.3 |
| | *(16.7,26.7)* | *(10.9,14.0)* | *(23.7,31.7)* | *(12.4,15.1)* | *(21.0,26.0)* | *(11.9,14.9)* |
| Much better in the military | 17.8 | 7.1 | 17.9 | 8.2 | 14.7 | 7.0 |
| | *(14.9,21.1)* | *(6.0,8.5)* | *(15.0,21.4)* | *(7.2,9.4)* | *(12.2,17.5)* | *(6.1,8.0)* |
| Don't know | 15.7 | 9.2 | 12.3 | 9.4 | 15.3 | 9.4 |
| | *(13.0,18.7)* | *(7.6,11.0)* | *(9.1,16.5)* | *(8.4,10.6)* | *(12.5,18.7)* | *(8.6,10.3)* |

**Table 62f.1**
*Military Opportunities Compared to Civilian Opportunities--Total Compensation: By Service*

62f. How would your opportunities in the military compare to opportunities you will have in the civilian world? Total compensation (pay, bonuses, allowances)

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,021 | 1,021 | 619 | 137 | 115 | 150 | 0 |
| Responding on Item | 85,857 | 84,971 | 36,743 | 19,295 | 11,323 | 17,610 | 886 |
| Much better as a civilian | 40.7 | 40.7 | 38.8 | 38.1 | 44.2 | 45.2 | 39.5 |
| | (39.5,41.9) | (39.5,41.9) | (36.7,40.9) | (36.2,40.0) | (42.5,45.9) | (42.3,48.2) | (27.1,53.5) |
| Somewhat better as a civilian | 22.8 | 22.8 | 21.1 | 24.1 | 24.5 | 23.9 | 22.2 |
| | (22.1,23.5) | (22.1,23.5) | (20.5,21.8) | (22.5,25.9) | (22.2,26.9) | (22.1,25.7) | (13.7,34.0) |
| No difference | 12.3 | 12.3 | 14.0 | 13.1 | 10.9 | 8.9 | 14.8 |
| | (11.6,13.1) | (11.6,13.0) | (12.8,15.2) | (11.7,14.7) | (9.9,12.1) | (7.3,10.8) | (14.5,15.2) |
| Somewhat better in the military | 8.2 | 8.2 | 8.7 | 8.8 | 6.1 | 7.8 | 12.3 |
| | (7.5,9.0) | (7.5,9.0) | (7.4,10.1) | (7.5,10.3) | (5.3,7.2) | (6.2,9.6) | (12.0,12.7) |
| Much better in the military | 4.6 | 4.6 | 5.0 | 5.3 | 3.5 | 3.7 | 2.5 |
| | (4.1,5.0) | (4.1,5.1) | (4.2,5.8) | (4.6,6.2) | (3.1,4.0) | (2.7,5.0) | (2.4,2.5) |
| Don't know | 11.4 | 11.4 | 12.5 | 10.6 | 10.8 | 10.6 | 8.6 |
| | (10.8,12.0) | (10.9,12.0) | (11.7,13.4) | (9.7,11.5) | (9.8,11.8) | (8.9,12.6) | (6.3,11.7) |

**Table 62f.2**
*Military Opportunities Compared to Civilian Opportunities--Total Compensation:  By Paygrade and Gender*

62f.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Total compensation (pay, bonuses, allowances)

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 711 | 247 | 27 | 39 | 841 | 174 |
| Responding on Item | 45,943 | 28,782 | 5,691 | 5,388 | 73,140 | 12,571 |
| Much better as a civilian | 39.2 | 39.6 | 57.2 | 41.4 | 42.2 | 31.8 |
| | *(37.3,41.1)* | *(37.9,41.3)* | *(54.2,60.2)* | *(38.7,44.2)* | *(40.9,43.5)* | *(29.3,34.4)* |
| Somewhat better as a civilian | 20.8 | 25.0 | 21.7 | 29.3 | 23.1 | 21.4 |
| | *(19.9,21.8)* | *(23.8,26.2)* | *(19.6,24.0)* | *(26.3,32.6)* | *(22.4,23.8)* | *(19.6,23.2)* |
| No difference | 14.4 | 10.7 | 6.9 | 8.7 | 12.4 | 11.9 |
| | *(13.3,15.6)* | *(9.7,11.9)* | *(5.1,9.2)* | *(6.8,11.1)* | *(11.7,13.2)* | *(10.3,13.8)* |
| Somewhat better in the military | 8.6 | 7.7 | 7.8 | 8.2 | 7.5 | 12.7 |
| | *(7.5,9.9)* | *(6.7,8.8)* | *(6.3,9.6)* | *(5.4,12.2)* | *(6.7,8.3)* | *(10.6,15.0)* |
| Much better in the military | 4.9 | 4.4 | 2.1* | 4.6 | 4.0 | 7.6 |
| | *(4.3,5.7)* | *(3.8,5.2)* | *(1.2,3.7)* | *(3.1,6.8)* | *(3.6,4.5)* | *(6.3,9.2)* |
| Don't know | 12.0 | 12.6 | 4.3 | 7.7 | 10.8 | 14.7 |
| | *(11.2,12.8)* | *(11.5,13.9)* | *(2.9,6.2)* | *(6.1,9.8)* | *(10.2,11.5)* | *(13.2,16.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62f.3**
*Military Opportunities Compared to Civilian Opportunities--Total Compensation: By Retirement/Separation*

62f. How would your opportunities in the military compare to opportunities you will have in the civilian world? Total compensation (pay, bonuses, allowances)

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 20 | 256 | 40 | 398 | 49 | 241 |
| Responding on Item | 3,867 | 17,714 | 4,506 | 23,235 | 6,387 | 29,950 |
| Much better as a civilian | 29.1 | 48.7 | 29.5 | 40.6 | 31.3 | 41.2 |
| | (25.0,33.5) | (45.4,52.1) | (24.4,35.3) | (39.1,42.0) | (27.1,35.8) | (39.6,42.7) |
| Somewhat better as a civilian | 31.4 | 18.7 | 32.2 | 21.7 | 24.9 | 23.2 |
| | (27.7,35.4) | (16.9,20.7) | (28.7,35.8) | (20.0,23.4) | (22.0,27.9) | (22.1,24.3) |
| No difference | 11.0 | 11.1 | 9.2 | 14.3 | 10.3 | 12.5 |
| | (7.6,15.7) | (10.0,12.3) | (6.1,13.7) | (12.6,16.2) | (7.9,13.4) | (11.4,13.7) |
| Somewhat better in the military | 6.6 | 7.2 | 8.9 | 7.3 | 12.8 | 8.7 |
| | (4.3,10.1) | (6.3,8.2) | (6.8,11.5) | (5.9,9.1) | (9.5,16.9) | (7.7,9.8) |
| Much better in the military | 5.1 | 4.0 | 8.9 | 5.0 | 5.0 | 3.7 |
| | (3.7,7.0) | (3.1,5.1) | (6.8,11.4) | (4.3,5.9) | (3.5,7.0) | (3.0,4.6) |
| Don't know | 16.7 | 10.2 | 11.3 | 11.1 | 15.8 | 10.8 |
| | (13.6,20.4) | (8.8,11.8) | (8.6,14.7) | (9.8,12.4) | (13.7,18.2) | (9.9,11.8) |

**Table 62g.1**
*Military Opportunities Compared to Civilian Opportunities--Health Care Benefits: By Service*

62g. How would your opportunities in the military compare to opportunities you will have in the civilian world? Health care benefits

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,052 | 1,052 | 564 | 196 | 122 | 169 | 0 |
| Responding on Item | 85,826 | 84,940 | 36,798 | 19,236 | 11,316 | 17,591 | 886 |
| Much better as a civilian | 19.6 | 19.6 | 18.5 | 18.0 | 22.6 | 21.8 | 18.5 |
| | (18.9,20.4) | (18.9,20.4) | (17.5,19.6) | (16.6,19.4) | (20.7,24.7) | (19.9,23.8) | (15.8,21.6) |
| Somewhat better as a civilian | 19.1 | 19.0 | 16.3 | 19.9 | 19.1 | 23.7 | 25.9* |
| | (18.2,20.1) | (18.1,20.0) | (15.1,17.6) | (18.1,21.8) | (16.5,22.0) | (21.1,26.6) | (10.8,50.3) |
| No difference | 19.6 | 19.6 | 19.9 | 20.1 | 18.2 | 19.4 | 16.0* |
| | (18.6,20.5) | (18.7,20.6) | (18.4,21.4) | (18.6,21.6) | (16.6,19.9) | (16.9,22.2) | (7.2,32.1) |
| Somewhat better in the military | 17.5 | 17.5 | 18.7 | 18.2 | 17.7 | 14.0 | 24.7 |
| | (16.9,18.2) | (16.8,18.1) | (17.6,19.8) | (16.9,19.5) | (16.1,19.4) | (12.4,15.7) | (15.9,36.2) |
| Much better in the military | 12.2 | 12.3 | 13.8 | 13.1 | 10.9 | 9.0 | 8.6 |
| | (11.4,13.1) | (11.4,13.1) | (12.2,15.6) | (12.1,14.2) | (9.9,12.0) | (7.5,10.7) | (6.3,11.7) |
| Don't know | 12.0 | 12.0 | 12.8 | 10.8 | 11.4 | 12.0 | 6.2* |
| | (11.4,12.6) | (11.5,12.6) | (12.1,13.6) | (9.8,12.0) | (10.5,12.4) | (10.3,14.0) | (2.0,17.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62g.2**
*Military Opportunities Compared to Civilian Opportunities—Health Care Benefits: By Paygrade and Gender*

62g. How would your opportunities in the military compare to opportunities you will have in the civilian world? Health care benefits

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 689 | 285 | 35 | 46 | 861 | 183 |
| Responding on Item | 45,965 | 28,744 | 5,683 | 5,381 | 73,120 | 12,562 |
| Much better as a civilian | 17.5 | 20.5 | 30.3 | 22.2 | 20.2 | 16.6 |
| | (16.3,18.6) | (19.5,21.6) | (27.0,33.7) | (18.6,26.2) | (19.4,21.0) | (14.8,18.4) |
| Somewhat better as a civilian | 15.1 | 21.5 | 24.8 | 33.8 | 19.8 | 15.1 |
| | (14.0,16.4) | (20.0,23.1) | (20.7,29.4) | (29.6,38.2) | (18.7,20.9) | (13.1,17.3) |
| No difference | 20.7 | 18.1 | 18.9 | 18.6 | 20.1 | 16.2 |
| | (19.4,22.1) | (16.6,19.6) | (16.7,21.3) | (16.5,20.9) | (19.1,21.2) | (14.6,17.9) |
| Somewhat better in the military | 19.2 | 17.0 | 13.3 | 10.8 | 17.2 | 19.6 |
| | (18.1,20.3) | (16.1,18.0) | (10.8,16.3) | (9.4,12.3) | (16.4,17.9) | (17.8,21.6) |
| Much better in the military | 14.7 | 10.5 | 5.1 | 7.6 | 11.2 | 18.2 |
| | (13.2,16.2) | (9.5,11.6) | (3.7,6.9) | (6.5,9.0) | (10.3,12.2) | (16.2,20.3) |
| Don't know | 12.9 | 12.3 | 7.7 | 7.0 | 11.6 | 14.4 |
| | (12.1,13.6) | (11.3,13.5) | (5.2,11.1) | (5.0,9.6) | (11.0,12.2) | (12.6,16.3) |

**Table 62g.3**
*Military Opportunities Compared to Civilian Opportunities--Health Care Benefits:  By Retirement/Separation*

62g.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Health care benefits

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 250 | 53 | 384 | 56 | 271 |
| Responding on Item | 3,865 | 17,720 | 4,493 | 23,249 | 6,380 | 29,920 |
| Much better as a civilian | 18.9 | 26.3 | 17.9 | 18.6 | 17.2 | 17.3 |
| | (15.3,23.2) | (24.4,28.3) | (13.4,23.3) | (17.3,20.1) | (15.2,19.4) | (15.9,18.6) |
| Somewhat better as a civilian | 27.3 | 17.1 | 26.7 | 16.1 | 26.9 | 18.7 |
| | (24.7,30.1) | (15.4,18.9) | (21.2,33.0) | (15.1,17.2) | (22.4,31.8) | (17.1,20.5) |
| No difference | 15.3 | 19.0 | 14.9 | 21.2 | 14.7 | 20.8 |
| | (12.7,18.4) | (17.6,20.6) | (11.5,19.1) | (19.4,23.2) | (11.5,18.4) | (19.7,22.0) |
| Somewhat better in the military | 14.4 | 13.9 | 16.0 | 18.9 | 17.1 | 19.4 |
| | (10.9,18.7) | (12.5,15.5) | (12.6,20.0) | (17.8,20.0) | (14.2,20.3) | (18.2,20.7) |
| Much better in the military | 10.1 | 12.7 | 12.4 | 13.5 | 9.7 | 11.7 |
| | (8.6,11.8) | (11.0,14.5) | (9.7,15.9) | (11.7,15.6) | (7.9,11.8) | (10.5,13.0) |
| Don't know | 14.0 | 10.9 | 12.2 | 11.7 | 14.5 | 12.0 |
| | (10.4,18.7) | (9.4,12.6) | (9.5,15.6) | (10.7,12.7) | (11.7,17.9) | (11.1,13.1) |

**Table 62h.1**
*Military Opportunities Compared to Civilian Opportunities--Retirement Benefits:  By Service*

62h.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Retirement benefits

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,103 | 1,103 | 654 | 151 | 126 | 172 | 0 |
| Responding on Item | 85,775 | 84,889 | 36,708 | 19,281 | 11,312 | 17,588 | 886 |
| Much better as a civilian | 23.8 | 23.8 | 23.0 | 22.9 | 27.4 | 24.1 | 21.0 |
| | (23.0,24.6) | (23.0,24.6) | (21.8,24.1) | (21.4,24.5) | (24.5,30.6) | (22.6,25.7) | (11.7,34.6) |
| Somewhat better as a civilian | 18.3 | 18.4 | 17.0 | 19.5 | 19.9 | 18.9 | 16.0 |
| | (17.6,19.1) | (17.6,19.1) | (15.9,18.2) | (17.8,21.3) | (18.7,21.2) | (17.2,20.6) | (13.4,19.1) |
| No difference | 17.5 | 17.4 | 18.8 | 17.7 | 17.2 | 14.5 | 21.0* |
| | (16.6,18.4) | (16.5,18.4) | (17.3,20.4) | (16.3,19.1) | (15.8,18.7) | (12.3,17.0) | (11.2,36.0) |
| Somewhat better in the military | 12.6 | 12.6 | 12.1 | 13.6 | 10.6 | 13.6 | 16.0* |
| | (11.8,13.4) | (11.8,13.4) | (10.9,13.5) | (12.0,15.3) | (9.3,12.1) | (11.9,15.5) | (7.5,30.9) |
| Much better in the military | 9.5 | 9.5 | 10.1 | 9.7 | 7.8 | 9.3 | 11.1* |
| | (8.9,10.2) | (8.9,10.2) | (9.0,11.2) | (8.6,11.0) | (6.8,9.0) | (8.2,10.4) | (2.5,37.9) |
| Don't know | 18.3 | 18.3 | 19.0 | 16.6 | 17.1 | 19.7 | 14.8* |
| | (17.7,19.0) | (17.7,19.0) | (18.3,19.7) | (15.0,18.4) | (16.0,18.2) | (17.8,21.8) | (7.7,26.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62h.2**
*Military Opportunities Compared to Civilian Opportunities--Retirement Benefits: By Paygrade and Gender*

62h. How would your opportunities in the military compare to opportunities you will have in the civilian world? Retirement benefits

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 772 | 265 | 27 | 41 | 899 | 204 |
| Responding on Item | 45,882 | 28,764 | 5,691 | 5,386 | 73,082 | 12,541 |
| Much better as a civilian | 21.9 | 24.1 | 38.9 | 21.5 | 24.8 | 17.7 |
| | *(21.0,22.9)* | *(22.9,25.4)* | *(34.5,43.5)* | *(18.1,25.3)* | *(24.0,25.7)* | *(15.9,19.5)* |
| Somewhat better as a civilian | 17.0 | 20.0 | 23.2 | 15.5 | 18.8 | 15.5 |
| | *(15.9,18.1)* | *(19.1,21.0)* | *(20.9,25.7)* | *(12.6,18.9)* | *(18.0,19.7)* | *(13.8,17.3)* |
| No difference | 20.7 | 14.6 | 11.1 | 11.5 | 17.8 | 15.8 |
| | *(19.3,22.1)* | *(13.3,16.0)* | *(9.7,12.8)* | *(9.7,13.5)* | *(16.7,18.8)* | *(14.1,17.5)* |
| Somewhat better in the military | 11.1 | 13.3 | 11.0 | 23.5 | 12.7 | 12.3 |
| | *(9.9,12.4)* | *(12.1,14.5)* | *(8.0,14.8)* | *(21.0,26.2)* | *(11.8,13.6)* | *(10.5,14.3)* |
| Much better in the military | 9.2 | 9.3 | 5.3 | 18.1 | 9.1 | 11.9 |
| | *(8.3,10.3)* | *(8.5,10.2)* | *(3.9,7.0)* | *(15.7,20.8)* | *(8.4,9.9)* | *(10.4,13.6)* |
| Don't know | 20.1 | 18.6 | 10.5 | 9.9 | 16.8 | 26.9 |
| | *(19.2,21.0)* | *(17.4,20.0)* | *(8.4,13.2)* | *(7.9,12.3)* | *(16.1,17.5)* | *(25.2,28.7)* |

**Table 62h.3**
*Military Opportunities Compared to Civilian Opportunities--Retirement Benefits: By Retirement/Separation*

62h. How would your opportunities in the military compare to opportunities you will have in the civilian world? Retirement benefits

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 19 | 232 | 44 | 420 | 51 | 319 |
| Responding on Item | 3,868 | 17,738 | 4,502 | 23,213 | 6,385 | 29,872 |
| Much better as a civilian | 15.8 | 32.2 | 12.5 | 24.9 | 13.0 | 22.8 |
| | *(12.1,20.4)* | *(30.1,34.4)* | *(9.5,16.3)* | *(23.4,26.5)* | *(10.6,16.0)* | *(21.6,24.2)* |
| Somewhat better as a civilian | 14.9 | 19.1 | 15.0 | 17.9 | 15.5 | 19.8 |
| | *(11.4,19.3)* | *(17.1,21.2)* | *(12.3,18.2)* | *(16.7,19.1)* | *(12.9,18.7)* | *(18.3,21.5)* |
| No difference | 14.6 | 15.1 | 12.9 | 19.9 | 11.0 | 19.3 |
| | *(11.1,18.9)* | *(13.7,16.6)* | *(10.5,15.7)* | *(18.1,21.8)* | *(8.5,14.3)* | *(18.0,20.7)* |
| Somewhat better in the military | 18.9 | 10.0 | 23.2 | 10.3 | 23.0 | 11.3 |
| | *(15.8,22.4)* | *(8.8,11.3)* | *(18.8,28.2)* | *(8.9,12.0)* | *(20.2,26.1)* | *(10.3,12.3)* |
| Much better in the military | 16.7 | 8.0 | 19.8 | 9.0 | 16.6 | 6.9 |
| | *(13.6,20.4)* | *(6.8,9.4)* | *(16.9,22.9)* | *(7.6,10.8)* | *(14.8,18.5)* | *(6.0,7.9)* |
| Don't know | 19.1 | 15.6 | 16.7 | 17.9 | 20.8 | 19.9 |
| | *(15.4,23.3)* | *(14.0,17.4)* | *(13.3,20.6)* | *(16.6,19.4)* | *(18.6,23.2)* | *(18.7,21.1)* |

**Table 62i.1**
*Military Opportunities Compared to Civilian Opportunities--Sense of Accomplishment/Pride: By Service*

62i.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Sense of accomplishment/pride

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,192 | 1,181 | 639 | 192 | 157 | 193 | | 11 |
| Responding on Item | 85,686 | 84,811 | 36,723 | 19,240 | 11,281 | 17,567 | | 875 |
| Much better as a civilian | 22.0 | 22.1 | 22.8 | 25.4 | 19.8 | 18.8 | | 11.3* |
| | *(21.2,22.9)* | *(21.3,23.0)* | *(21.9,23.6)* | *(23.2,27.7)* | *(18.4,21.2)* | *(16.4,21.3)* | | *(6.1,19.9)* |
| Somewhat better as a civilian | 15.4 | 15.4 | 16.1 | 16.3 | 11.6 | 15.4 | | 15.0 |
| | *(14.7,16.2)* | *(14.6,16.2)* | *(15.2,17.1)* | *(14.7,18.0)* | *(10.5,12.6)* | *(13.2,17.9)* | | *(11.3,19.7)* |
| No difference | 29.0 | 28.8 | 27.8 | 29.3 | 27.6 | 31.2 | | 45.0 |
| | *(27.8,30.2)* | *(27.7,30.0)* | *(25.7,30.2)* | *(26.9,31.7)* | *(26.0,29.3)* | *(29.4,33.1)* | | *(38.0,52.2)* |
| Somewhat better in the military | 12.6 | 12.5 | 12.0 | 11.5 | 14.8 | 13.3 | | 16.3 |
| | *(11.8,13.4)* | *(11.7,13.4)* | *(10.5,13.7)* | *(10.4,12.7)* | *(13.7,16.0)* | *(11.7,15.1)* | | *(14.7,18.0)* |
| Much better in the military | 10.8 | 10.8 | 10.4 | 8.5 | 16.7 | 10.7 | | 5.0* |
| | *(10.2,11.4)* | *(10.2,11.5)* | *(9.3,11.6)* | *(7.6,9.4)* | *(15.2,18.4)* | *(9.3,12.2)* | | *(1.8,13.0)* |
| Don't know | 10.2 | 10.3 | 10.9 | 9.1 | 9.5 | 10.7 | | 7.5 |
| | *(9.5,11.0)* | *(9.5,11.1)* | *(9.6,12.4)* | *(8.0,10.3)* | *(8.8,10.3)* | *(8.8,12.9)* | | *(7.1,7.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62i.2**
*Military Opportunities Compared to Civilian Opportunities--Sense of Accomplishment/Pride:  By Paygrade and Gender*

62i.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Sense of accomplishment/pride

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 769 | 305 | 64 | 57 | 993 | 199 |
| Responding on Item | 45,885 | 28,724 | 5,654 | 5,370 | 72,988 | 12,546 |
| Much better as a civilian | 27.5 | 17.3 | 16.4 | 6.7 | 22.1 | 21.8 |
| | (26.3,28.8) | (16.2,18.4) | (14.1,18.9) | (5.3,8.5) | (21.2,23.0) | (19.9,23.8) |
| Somewhat better as a civilian | 16.8 | 14.2 | 15.1 | 9.7 | 15.7 | 13.6 |
| | (15.8,17.9) | (13.2,15.4) | (12.6,17.9) | (7.4,12.6) | (14.9,16.6) | (12.1,15.2) |
| No difference | 26.2 | 32.5 | 33.4 | 30.1 | 28.7 | 30.8 |
| | (24.2,28.2) | (31.4,33.5) | (30.5,36.5) | (27.0,33.4) | (27.4,30.1) | (28.6,33.1) |
| Somewhat better in the military | 10.9 | 12.7 | 17.1 | 20.7 | 12.8 | 11.4 |
| | (9.7,12.3) | (11.6,13.9) | (15.1,19.4) | (18.5,23.2) | (11.8,13.7) | (9.9,13.2) |
| Much better in the military | 8.5 | 12.1 | 10.5 | 23.6 | 10.9 | 9.9 |
| | (7.6,9.5) | (11.2,13.1) | (8.8,12.5) | (21.5,25.8) | (10.2,11.7) | (8.2,11.9) |
| Don't know | 10.1 | 11.2 | 7.5 | 9.2 | 9.8 | 12.5 |
| | (8.9,11.3) | (10.1,12.4) | (5.7,9.8) | (6.0,14.1) | (9.0,10.7) | (11.0,14.3) |

**Table 62i.3**

*Military Opportunities Compared to Civilian Opportunities--Sense of Accomplishment/Pride:  By Retirement/Separation*

62i.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Sense of accomplishment/pride

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 25 | 301 | 49 | 408 | 70 | 322 |
| Responding on Item | 3,862 | 17,669 | 4,497 | 23,225 | 6,366 | 29,869 |
| Much better as a civilian | 6.0 | 30.0 | 8.5 | 26.2 | 5.9 | 21.6 |
| | *(4.2,8.6)* | *(27.1,33.0)* | *(6.1,11.7)* | *(24.5,27.8)* | *(3.6,9.6)* | *(19.9,23.4)* |
| Somewhat better as a civilian | 7.2 | 15.0 | 9.1 | 17.1 | 9.4 | 17.7 |
| | *(4.8,10.7)* | *(13.3,16.9)* | *(6.6,12.4)* | *(15.5,18.8)* | *(7.3,12.1)* | *(16.5,18.8)* |
| No difference | 30.8 | 25.9 | 29.2 | 28.3 | 31.8 | 30.5 |
| | *(26.5,35.5)* | *(24.0,27.8)* | *(24.9,33.9)* | *(26.3,30.4)* | *(28.6,35.3)* | *(28.1,32.9)* |
| Somewhat better in the military | 19.1 | 10.5 | 19.6 | 10.3 | 17.8 | 12.6 |
| | *(15.8,23.0)* | *(9.3,11.8)* | *(15.4,24.6)* | *(8.8,12.0)* | *(15.3,20.6)* | *(11.5,13.8)* |
| Much better in the military | 23.0 | 8.9 | 21.4 | 8.8 | 19.4 | 8.5 |
| | *(19.3,27.1)* | *(7.5,10.6)* | *(17.4,26.1)* | *(7.5,10.2)* | *(15.7,23.8)* | *(7.6,9.4)* |
| Don't know | 13.9 | 9.7 | 12.2 | 9.4 | 15.6 | 9.3 |
| | *(10.8,17.6)* | *(7.8,11.9)* | *(9.5,15.5)* | *(8.5,10.4)* | *(13.0,18.7)* | *(8.3,10.3)* |

**Table 62j.1**
*Military Opportunities Compared to Civilian Opportunities--General Quality of Life:  By Service*

62j.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  General quality of life

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,225 | 1,225 | 621 | 151 | 173 | 280 | 0 |
| Responding on Item | 85,653 | 84,767 | 36,741 | 19,281 | 11,265 | 17,480 | 886 |
| Much better as a civilian | 41.7 | 41.8 | 42.1 | 47.1 | 46.9 | 31.7 | 34.6 |
| | *(40.5,42.8)* | *(40.6,42.9)* | *(40.5,43.9)* | *(44.6,49.6)* | *(44.4,49.3)* | *(29.1,34.5)* | *(19.1,54.1)* |
| Somewhat better as a civilian | 29.0 | 29.0 | 26.8 | 29.7 | 28.2 | 33.2 | 34.6 |
| | *(28.2,29.8)* | *(28.2,29.8)* | *(25.8,27.8)* | *(27.7,31.7)* | *(26.0,30.5)* | *(31.3,35.0)* | *(29.1,40.5)* |
| No difference | 14.5 | 14.5 | 15.7 | 11.6 | 12.0 | 16.6 | 19.8 |
| | *(13.7,15.4)* | *(13.6,15.3)* | *(15.0,16.5)* | *(9.5,13.9)* | *(10.4,13.7)* | *(14.1,19.6)* | *(15.0,25.6)* |
| Somewhat better in the military | 3.9 | 3.9 | 3.9 | 3.0 | 2.8 | 5.7 | 7.4* |
| | *(3.6,4.4)* | *(3.5,4.3)* | *(3.4,4.4)* | *(2.3,3.9)* | *(2.0,3.8)* | *(4.6,6.9)* | *(2.0,23.5)* |
| Much better in the military | 2.4 | 2.4 | 2.4 | 1.6 | 2.3 | 3.2 | 1.2* |
| | *(2.1,2.7)* | *(2.1,2.7)* | *(2.1,2.9)* | *(1.0,2.6)* | *(1.6,3.3)* | *(2.4,4.3)* | *(0.2,6.9)* |
| Don't know | 8.5 | 8.5 | 9.0 | 7.0 | 7.8 | 9.6 | 2.5* |
| | *(7.8,9.2)* | *(7.8,9.3)* | *(7.8,10.4)* | *(6.2,8.0)* | *(7.2,8.6)* | *(7.8,11.7)* | *(0.4,12.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62j.2**
*Military Opportunities Compared to Civilian Opportunities—General Quality of Life: By Paygrade and Gender*

62j. How would your opportunities in the military compare to opportunities you will have in the civilian world? General quality of life

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 792 | 349 | 41 | 46 | 1,033 | 180 |
| Responding on Item | 45,862 | 28,680 | 5,677 | 5,381 | 72,948 | 12,565 |
| Much better as a civilian | 46.5 | 37.6 | 44.3 | 20.2 | 42.6 | 36.5 |
| | *(44.8,48.1)* | *(35.6,39.6)* | *(40.4,48.2)* | *(18.0,22.6)* | *(41.3,43.9)* | *(35.1,38.0)* |
| Somewhat better as a civilian | 25.1 | 31.9 | 35.1 | 40.5 | 29.4 | 26.8 |
| | *(24.2,26.0)* | *(30.3,33.6)* | *(31.5,38.9)* | *(38.2,42.7)* | *(28.5,30.3)* | *(25.1,28.4)* |
| No difference | 14.7 | 13.5 | 13.1 | 20.5 | 14.0 | 17.3 |
| | *(13.7,15.7)* | *(11.7,15.5)* | *(11.1,15.3)* | *(18.3,23.0)* | *(13.2,14.9)* | *(15.0,19.8)* |
| Somewhat better in the military | 3.3 | 4.4 | 2.0 | 8.6 | 3.8 | 4.7 |
| | *(2.8,3.8)* | *(3.9,5.1)* | *(1.4,3.0)* | *(6.4,11.3)* | *(3.4,4.2)* | *(3.7,5.8)* |
| Much better in the military | 2.1 | 2.8 | 1.2 | 4.0 | 2.2 | 3.4 |
| | *(1.7,2.5)* | *(2.3,3.5)* | *(0.7,2.2)* | *(2.3,6.7)* | *(1.9,2.6)* | *(2.5,4.5)* |
| Don't know | 8.5 | 9.7 | 4.2 | 6.3 | 8.0 | 11.4 |
| | *(7.4,9.7)* | *(8.7,10.8)* | *(2.6,6.8)* | *(4.3,9.1)* | *(7.2,8.8)* | *(9.7,13.3)* |

**Table 62j.3**
*Military Opportunities Compared to Civilian Opportunities--General Quality of Life: By Retirement/Separation*

62j.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  General quality of life

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 52 | 296 | 53 | 410 | 91 | 308 |
| Responding on Item | 3,835 | 17,674 | 4,493 | 23,223 | 6,345 | 29,883 |
| Much better as a civilian | 16.1 | 50.9 | 19.5 | 47.5 | 18.8 | 43.2 |
| | (12.9,19.9) | (47.7,54.1) | (15.6,24.0) | (45.3,49.6) | (15.7,22.4) | (41.2,45.2) |
| Somewhat better as a civilian | 31.1 | 24.3 | 36.3 | 25.8 | 37.1 | 31.2 |
| | (25.6,37.2) | (22.2,26.5) | (31.5,41.4) | (24.6,27.1) | (33.1,41.3) | (29.7,32.8) |
| No difference | 24.4 | 11.9 | 20.0 | 13.8 | 17.6 | 13.8 |
| | (18.3,31.8) | (10.5,13.4) | (16.0,24.6) | (12.0,16.0) | (14.7,20.9) | (12.3,15.5) |
| Somewhat better in the military | 9.0 | 3.2 | 9.5 | 3.4 | 8.3 | 2.4 |
| | (6.4,12.6) | (2.7,3.8) | (6.6,13.5) | (2.8,4.1) | (6.5,10.6) | (1.9,3.0) |
| Much better in the military | 5.7 | 1.8 | 5.0 | 1.8 | 5.4 | 1.7 |
| | (3.4,9.5) | (1.3,2.6) | (3.6,7.1) | (1.3,2.6) | (4.0,7.3) | (1.3,2.1) |
| Don't know | 13.6 | 7.9 | 9.8 | 7.7 | 12.6 | 7.7 |
| | (10.8,17.0) | (5.4,11.3) | (7.5,12.7) | (6.9,8.6) | (10.1,15.6) | (6.9,8.6) |

**Table 62k.1**
*Military Opportunities Compared to Civilian Opportunities--Workload/Amount of Work: By Service*

62k. How would your opportunities in the military compare to opportunities you will have in the civilian world? Workload/amount of work

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,170 | 1,160 | 640 | 149 | 154 | 217 | | 11 |
| Responding on Item | 85,708 | 84,832 | 36,722 | 19,283 | 11,284 | 17,543 | | 875 |
| Much better as a civilian | 27.2 | 27.3 | 31.2 | 27.1 | 29.0 | 18.5 | | 16.3 |
| | (26.4,28.0) | (26.5,28.2) | (30.1,32.3) | (24.9,29.5) | (27.7,30.5) | (16.6,20.6) | | (14.7,18.0) |
| Somewhat better as a civilian | 27.7 | 27.7 | 27.5 | 28.2 | 27.1 | 27.8 | | 32.5 |
| | (26.9,28.5) | (26.8,28.5) | (26.5,28.5) | (26.1,30.4) | (26.1,28.1) | (25.4,30.4) | | (29.3,35.9) |
| No difference | 24.8 | 24.7 | 21.9 | 25.2 | 24.2 | 30.3 | | 33.8 |
| | (24.1,25.5) | (24.0,25.4) | (21.1,22.8) | (23.5,26.9) | (22.7,25.8) | (28.3,32.4) | | (29.7,38.0) |
| Somewhat better in the military | 5.5 | 5.5 | 4.2 | 6.4 | 4.7 | 7.7 | | 7.5 |
| | (5.1,6.1) | (5.0,6.0) | (3.7,4.8) | (5.3,7.8) | (3.8,5.8) | (6.3,9.3) | | (7.1,7.9) |
| Much better in the military | 3.0 | 3.0 | 3.2 | 2.6 | 3.5 | 3.0 | | 2.5 |
| | (2.7,3.4) | (2.7,3.4) | (2.8,3.7) | (2.1,3.2) | (2.7,4.7) | (2.2,4.0) | | (2.4,2.6) |
| Don't know | 11.7 | 11.7 | 11.9 | 10.5 | 11.4 | 12.8 | | 7.5 |
| | (11.0,12.4) | (11.0,12.5) | (10.7,13.3) | (9.7,11.5) | (10.5,12.3) | (11.0,14.8) | | (7.1,7.9) |

**Table 62k.2**
*Military Opportunities Compared to Civilian Opportunities--Workload/Amount of Work:  By Paygrade and Gender*

62k.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Workload/amount of work

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 750 | 329 | 49 | 46 | 973 | 190 |
| Responding on Item | 45,904 | 28,700 | 5,669 | 5,381 | 73,008 | 12,555 |
| Much better as a civilian | 30.7 | 24.7 | 21.0 | 17.8 | 27.9 | 23.3 |
| | (29.5,31.9) | (23.5,25.9) | (18.1,24.2) | (16.0,19.6) | (27.0,28.8) | (21.5,25.2) |
| Somewhat better as a civilian | 25.8 | 29.1 | 29.6 | 34.9 | 28.1 | 25.6 |
| | (24.7,26.9) | (27.6,30.6) | (26.8,32.5) | (31.3,38.6) | (27.2,29.0) | (23.5,27.8) |
| No difference | 23.6 | 24.9 | 32.7 | 25.8 | 24.4 | 27.2 |
| | (22.8,24.5) | (23.5,26.4) | (29.7,35.9) | (23.4,28.4) | (23.7,25.2) | (25.0,29.4) |
| Somewhat better in the military | 4.6 | 5.8 | 8.1 | 9.0 | 5.5 | 5.3 |
| | (4.1,5.2) | (4.9,6.8) | (6.0,11.0) | (6.1,13.1) | (5.0,6.1) | (4.0,7.0) |
| Much better in the military | 3.5 | 2.5 | 2.4 | 2.7 | 2.9 | 3.8 |
| | (3.1,4.1) | (2.0,3.0) | (1.5,3.7) | (1.5,4.6) | (2.6,3.3) | (2.8,5.1) |
| Don't know | 11.7 | 13.1 | 6.2 | 9.8 | 11.1 | 14.9 |
| | (10.7,12.8) | (12.0,14.2) | (4.5,8.4) | (7.5,12.8) | (10.4,11.9) | (13.4,16.5) |

**Table 62k.3**
*Military Opportunities Compared to Civilian Opportunities--Workload/Amount of Work:  By Retirement/Separation*

62k.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Workload/amount of work

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 49 | 245 | 73 | 392 | 58 | 337 |
| Responding on Item | 3,838 | 17,725 | 4,473 | 23,241 | 6,378 | 29,854 |
| Much better as a civilian | 20.5 | 34.8 | 16.2 | 29.5 | 15.8 | 25.9 |
| | (17.5,23.8) | (32.2,37.5) | (13.4,19.6) | (27.7,31.2) | (14.0,17.6) | (24.3,27.7) |
| Somewhat better as a civilian | 29.3 | 24.7 | 34.8 | 25.6 | 32.5 | 28.9 |
| | (24.4,34.8) | (22.4,27.1) | (29.9,40.1) | (23.9,27.3) | (29.5,35.7) | (27.2,30.6) |
| No difference | 24.8 | 22.3 | 27.9 | 24.1 | 26.6 | 26.0 |
| | (21.2,28.7) | (20.2,24.5) | (24.7,31.4) | (22.8,25.4) | (23.1,30.3) | (24.8,27.2) |
| Somewhat better in the military | 6.9 | 4.6 | 5.6 | 6.0 | 6.4 | 5.4 |
| | (4.2,11.1) | (3.8,5.5) | (4.3,7.3) | (5.1,7.0) | (4.8,8.6) | (4.8,6.2) |
| Much better in the military | 2.8* | 3.3 | 3.2 | 3.7 | 3.1 | 2.5 |
| | (1.4,5.2) | (2.2,4.8) | (1.9,5.6) | (2.9,4.6) | (2.1,4.6) | (2.0,3.0) |
| Don't know | 15.8 | 10.4 | 12.2 | 11.3 | 15.6 | 11.3 |
| | (12.9,19.1) | (8.7,12.5) | (9.9,14.9) | (10.4,12.2) | (12.6,19.3) | (10.4,12.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 621.1**
*Military Opportunities Compared to Civilian Opportunities--Job Security: By Service*

621. How would your opportunities in the military compare to opportunities you will have in the civilian world? Job security

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,126 | 1,126 | 621 | 145 | 159 | 200 | | 0 |
| Responding on Item | 85,752 | 84,866 | 36,741 | 19,287 | 11,279 | 17,560 | | 886 |
| Much better as a civilian | 8.5 | 8.6 | 10.8 | 6.6 | 9.0 | 5.8 | | 4.9* |
| | (7.8,9.3) | (7.8,9.4) | (9.4,12.3) | (5.3,8.3) | (8.1,9.9) | (4.5,7.5) | | (1.9,12.1) |
| Somewhat better as a civilian | 7.1 | 7.1 | 7.9 | 6.9 | 6.7 | 6.0 | | 1.2* |
| | (6.5,7.7) | (6.6,7.8) | (7.0,9.1) | (6.0,7.9) | (5.7,7.8) | (4.7,7.6) | | (0.2,6.9) |
| No difference | 18.8 | 18.8 | 20.0 | 17.3 | 18.5 | 18.0 | | 23.5 |
| | (18.0,19.7) | (18.0,19.6) | (18.5,21.7) | (16.2,18.5) | (17.2,19.8) | (16.7,19.4) | | (13.2,38.1) |
| Somewhat better in the military | 27.8 | 27.7 | 25.3 | 29.4 | 25.4 | 32.4 | | 37.0 |
| | (27.0,28.6) | (26.9,28.5) | (24.3,26.3) | (27.3,31.6) | (23.9,27.0) | (30.5,34.3) | | (28.7,46.2) |
| Much better in the military | 27.3 | 27.3 | 24.4 | 29.7 | 31.4 | 28.2 | | 32.1 |
| | (26.4,28.3) | (26.3,28.3) | (22.7,26.1) | (28.0,31.4) | (28.9,34.0) | (26.0,30.5) | | (31.3,32.9) |
| Don't know | 10.4 | 10.5 | 11.6 | 10.1 | 9.1 | 9.6 | | 1.2* |
| | (9.6,11.3) | (9.7,11.4) | (10.0,13.4) | (9.1,11.2) | (8.1,10.3) | (8.3,11.1) | | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 621.2**
*Military Opportunities Compared to Civilian Opportunities--Job Security: By Paygrade and Gender*

621. How would your opportunities in the military compare to opportunities you will have in the civilian world? Job security

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 719 | 321 | 41 | 49 | 918 | 200 |
| Responding on Item | 45,935 | 28,708 | 5,677 | 5,378 | 73,063 | 12,545 |
| Much better as a civilian | 11.5 | 5.3 | 4.3 | 4.5 | 8.7 | 7.7 |
| | (10.3,13.0) | (4.7,6.0) | (3.6,5.1) | (3.0,6.6) | (7.9,9.6) | (6.2,9.5) |
| Somewhat better as a civilian | 8.6 | 5.1 | 6.8 | 4.6 | 7.3 | 5.9 |
| | (7.7,9.7) | (4.5,5.7) | (4.9,9.4) | (3.1,6.6) | (6.6,8.0) | (5.1,6.8) |
| No difference | 19.7 | 17.2 | 21.8 | 17.1 | 18.8 | 19.1 |
| | (18.3,21.2) | (16.2,18.2) | (18.9,25.0) | (13.7,21.0) | (17.9,19.7) | (17.2,21.1) |
| Somewhat better in the military | 24.5 | 29.9 | 35.5 | 37.1 | 28.0 | 26.6 |
| | (23.4,25.7) | (28.6,31.3) | (32.5,38.6) | (34.1,40.2) | (27.2,28.9) | (24.6,28.8) |
| Much better in the military | 24.6 | 31.6 | 26.0 | 29.3 | 27.1 | 28.5 |
| | (23.1,26.1) | (30.1,33.2) | (21.8,30.7) | (26.3,32.5) | (26.0,28.2) | (26.0,31.3) |
| Don't know | 11.0 | 10.9 | 5.7 | 7.5 | 10.1 | 12.2 |
| | (9.7,12.6) | (10.1,11.7) | (4.2,7.6) | (5.5,10.2) | (9.2,11.1) | (10.8,13.7) |

**Table 621.3**
*Military Opportunities Compared to Civilian Opportunities–Job Security: By Retirement/Separation*

621. How would your opportunities in the military compare to opportunities you will have in the civilian world? Job security

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 26 | 199 | 49 | 347 | 85 | 371 |
| Responding on Item | 3,861 | 17,771 | 4,497 | 23,286 | 6,351 | 29,820 |
| Much better as a civilian | 4.4 | 11.4 | 3.8 | 11.4 | 1.6 | 7.3 |
| | (2.6,7.2) | (9.6,13.5) | (2.2,6.6) | (9.9,13.0) | (1.1,2.3) | (6.3,8.5) |
| Somewhat better as a civilian | 3.6 | 7.5 | 3.0* | 8.6 | 3.2 | 7.5 |
| | (2.4,5.6) | (6.5,8.7) | (1.4,6.4) | (7.2,10.2) | (1.8,5.8) | (6.7,8.4) |
| No difference | 15.7 | 22.0 | 11.8 | 19.7 | 11.7 | 19.2 |
| | (12.4,19.5) | (20.2,23.9) | (9.2,15.2) | (18.2,21.3) | (10.0,13.7) | (17.7,20.8) |
| Somewhat better in the military | 29.7 | 25.4 | 30.8 | 26.3 | 33.8 | 28.5 |
| | (26.5,33.0) | (23.1,27.7) | (25.2,37.1) | (24.8,27.8) | (29.6,38.2) | (26.6,30.5) |
| Much better in the military | 33.8 | 23.8 | 41.0 | 23.9 | 35.3 | 27.6 |
| | (31.0,36.7) | (21.9,25.8) | (35.5,46.7) | (22.7,25.2) | (31.1,39.8) | (25.6,29.6) |
| Don't know | 12.9 | 10.0 | 9.5 | 10.2 | 14.3 | 9.9 |
| | (9.7,16.8) | (8.3,12.1) | (7.5,12.0) | (9.2,11.3) | (12.3,16.6) | (8.8,11.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62m.1**
*Military Opportunities Compared to Civilian Opportunities--Opportunity for Travel:  By Service*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | 0 |
| Not Responding on Item | 1,262 | 1,262 | 749 | 152 | 154 | 207 | | 886 |
| Responding on Item | 85,616 | 84,730 | 36,613 | 19,280 | 11,284 | 17,553 | | |
| Much better as a civilian | 8.5 | 8.5 | 10.3 | 6.1 | 9.3 | 7.0 | | 4.9* |
| | (7.9,9.1) | (7.9,9.2) | (9.2,11.6) | (5.3,6.9) | (8.5,10.2) | (5.7,8.6) | | (1.9,12.1) |
| Somewhat better as a civilian | 7.1 | 7.1 | 7.7 | 6.6 | 7.0 | 6.3 | | 6.2 |
| | (6.4,7.8) | (6.4,7.8) | (6.6,9.0) | (5.5,8.0) | (5.5,8.9) | (4.9,8.1) | | (4.1,9.3) |
| No difference | 18.8 | 18.8 | 19.9 | 17.3 | 16.8 | 19.3 | | 19.8* |
| | (18.0,19.6) | (18.0,19.6) | (18.8,21.0) | (15.8,18.8) | (14.6,19.3) | (17.5,21.3) | | (7.3,43.5) |
| Somewhat better in the military | 23.0 | 22.9 | 22.4 | 22.5 | 22.7 | 24.7 | | 33.3 |
| | (22.2,23.9) | (22.0,23.8) | (21.1,23.7) | (20.6,24.6) | (20.8,24.7) | (22.6,27.0) | | (25.8,41.8) |
| Much better in the military | 30.4 | 30.4 | 26.7 | 36.1 | 32.4 | 30.2 | | 32.1 |
| | (29.5,31.3) | (29.4,31.3) | (25.4,28.0) | (33.8,38.6) | (30.9,34.0) | (28.2,32.4) | | (19.1,48.6) |
| Don't know | 12.3 | 12.4 | 13.0 | 11.4 | 11.7 | 12.4 | | 3.7* |
| | (11.6,12.9) | (11.7,13.0) | (12.0,14.2) | (10.2,12.7) | (10.7,12.8) | (11.0,14.0) | | (2.0,6.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62m.2**
*Military Opportunities Compared to Civilian Opportunities—Opportunity for Travel:  By Paygrade and Gender*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 829 | 341 | 35 | 56 | 1,062 | 193 |
| Responding on Item | 45,825 | 28,688 | 5,683 | 5,371 | 72,919 | 12,552 |
| Much better as a civilian | 10.7 | 5.5 | 8.1 | 5.5 | 8.7 | 7.2 |
| | (9.7,11.8) | (4.8,6.5) | (6.2,10.5) | (4.1,7.2) | (8.0,9.5) | (6.1,8.5) |
| Somewhat better as a civilian | 7.9 | 5.5 | 10.3 | 4.6 | 7.3 | 5.7 |
| | (6.8,9.1) | (4.8,6.2) | (7.6,13.8) | (3.2,6.7) | (6.6,8.1) | (4.5,7.1) |
| No difference | 19.4 | 16.3 | 26.8 | 19.0 | 18.9 | 18.1 |
| | (18.4,20.4) | (15.0,17.7) | (23.7,30.1) | (15.5,22.9) | (18.1,19.8) | (16.3,19.9) |
| Somewhat better in the military | 21.6 | 24.8 | 24.0 | 24.8 | 23.0 | 23.0 |
| | (20.3,22.9) | (23.4,26.2) | (21.0,27.3) | (21.4,28.6) | (22.1,24.0) | (20.8,25.3) |
| Much better in the military | 27.8 | 34.7 | 22.7 | 37.4 | 30.1 | 32.0 |
| | (26.7,29.0) | (32.7,36.7) | (20.0,25.6) | (32.3,42.8) | (29.1,31.1) | (29.8,34.3) |
| Don't know | 12.6 | 13.2 | 8.1 | 8.7 | 11.9 | 14.1 |
| | (11.6,13.7) | (12.4,14.1) | (6.7,9.8) | (6.3,11.9) | (11.2,12.7) | (12.6,15.7) |

**Table 62m.3**
*Military Opportunities Compared to Civilian Opportunities—Opportunity for Travel: By Retirement/Separation*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 254 | 70 | 472 | 95 | 328 |
| Responding on Item | 3,865 | 17,716 | 4,476 | 23,161 | 6,341 | 29,863 |
| Much better as a civilian | 5.4 | 12.0 | 2.9* | 10.8 | 2.5 | 7.1 |
| | (3.5,8.3) | (10.0,14.3) | (1.6,5.5) | (9.3,12.4) | (1.5,4.2) | (6.3,8.0) |
| Somewhat better as a civilian | 2.7 | 7.8 | 3.7* | 8.9 | 2.9 | 7.2 |
| | (1.6,4.5) | (6.3,9.5) | (1.9,7.1) | (7.5,10.5) | (1.9,4.4) | (6.3,8.2) |
| No difference | 17.1 | 19.2 | 10.9 | 20.0 | 13.2 | 20.1 |
| | (13.6,21.2) | (17.7,20.7) | (9.2,12.9) | (18.8,21.2) | (10.4,16.6) | (18.5,21.9) |
| Somewhat better in the military | 24.5 | 20.2 | 21.7 | 22.0 | 25.4 | 25.1 |
| | (20.2,29.3) | (18.5,22.0) | (15.6,29.4) | (20.2,23.8) | (22.2,28.8) | (23.8,26.5) |
| Much better in the military | 35.4 | 28.6 | 48.8 | 27.1 | 41.1 | 28.3 |
| | (31.6,39.3) | (27.0,30.3) | (42.5,55.2) | (25.7,28.6) | (34.8,47.6) | (26.8,29.8) |
| Don't know | 15.0 | 12.2 | 11.9 | 11.3 | 15.0 | 12.2 |
| | (11.6,19.0) | (10.6,14.1) | (9.9,14.2) | (9.9,12.8) | (12.3,18.1) | (11.2,13.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62n.1**
*Military Opportunities Compared to Civilian Opportunities--Freedom from Discrimination: By Service*

62n. How would your opportunities in the military compare to opportunities you will have in the civilian world? Freedom from discrimination

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,171 | 1,171 | 652 | 164 | 158 | 196 | | 0 |
| Responding on Item | 85,707 | 84,821 | 36,710 | 19,268 | 11,280 | 17,564 | | 886 |
| Much better as a civilian | 12.7 | 12.8 | 15.4 | 12.7 | 13.6 | 6.7 | | 7.4* |
| | (12.2,13.2) | (12.2,13.3) | (14.7,16.2) | (11.6,13.9) | (12.3,15.1) | (5.4,8.2) | | (3.9,13.5) |
| Somewhat better as a civilian | 8.7 | 8.8 | 10.5 | 8.8 | 8.6 | 5.4 | | 3.7* |
| | (8.2,9.4) | (8.2,9.4) | (9.9,11.2) | (7.0,10.9) | (7.2,10.2) | (4.4,6.5) | | (0.6,19.1) |
| No difference | 43.9 | 43.8 | 40.5 | 46.6 | 44.6 | 47.1 | | 53.1 |
| | (42.2,45.7) | (42.1,45.6) | (37.2,44.0) | (44.4,48.9) | (42.3,46.8) | (43.6,50.6) | | (51.9,54.2) |
| Somewhat better in the military | 10.0 | 10.0 | 9.4 | 9.2 | 9.3 | 12.7 | | 12.3* |
| | (9.2,11.0) | (9.2,10.9) | (7.9,11.1) | (7.8,10.7) | (8.0,10.7) | (11.0,14.7) | | (5.4,25.7) |
| Much better in the military | 9.7 | 9.7 | 8.4 | 8.3 | 8.9 | 14.2 | | 11.1* |
| | (9.1,10.2) | (9.1,10.2) | (7.8,9.0) | (6.9,9.9) | (7.6,10.3) | (12.9,15.7) | | (5.8,20.1) |
| Don't know | 14.9 | 15.0 | 15.7 | 14.5 | 15.0 | 13.8 | | 12.3 |
| | (14.1,15.8) | (14.1,15.9) | (14.2,17.4) | (13.1,16.1) | (13.8,16.3) | (11.8,16.1) | | (8.5,17.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62n.2**
*Military Opportunities Compared to Civilian Opportunities—Freedom from Discrimination: By Paygrade and Gender*

62n. How would your opportunities in the military compare to opportunities you will have in the civilian world? Freedom from discrimination

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 749 | 315 | 35 | 71 | 966 | 197 |
| Responding on Item | 45,905 | 28,714 | 5,683 | 5,356 | 73,015 | 12,548 |
| Much better as a civilian | 17.8 | 7.8 | 5.8 | 3.0 | 12.8 | 12.1 |
| | *(17.0,18.6)* | *(7.1,8.5)* | *(4.1,8.1)* | *(1.8,5.0)* | *(12.2,13.4)* | *(11.0,13.4)* |
| Somewhat better as a civilian | 10.9 | 7.1 | 4.5 | 3.1 | 8.9 | 7.5 |
| | *(10.0,11.9)* | *(6.3,8.0)* | *(3.3,6.1)* | *(2.0,4.7)* | *(8.3,9.6)* | *(6.3,8.9)* |
| No difference | 41.7 | 44.4 | 59.7 | 43.6 | 43.8 | 44.3 |
| | *(38.8,44.6)* | *(42.8,46.1)* | *(56.8,62.6)* | *(37.2,50.2)* | *(41.9,45.8)* | *(41.2,47.4)* |
| Somewhat better in the military | 8.3 | 11.3 | 11.2 | 17.7 | 10.2 | 9.3 |
| | *(7.0,9.7)* | *(10.2,12.4)* | *(9.0,13.9)* | *(13.3,23.1)* | *(9.3,11.2)* | *(8.0,10.7)* |
| Much better in the military | 6.7 | 12.7 | 7.2 | 21.1 | 9.6 | 10.0 |
| | *(6.1,7.4)* | *(11.6,13.8)* | *(5.7,9.0)* | *(18.8,23.5)* | *(9.0,10.2)* | *(8.5,11.8)* |
| Don't know | 14.6 | 16.8 | 11.6 | 11.5 | 14.6 | 16.8 |
| | *(13.2,16.1)* | *(15.6,18.1)* | *(9.2,14.5)* | *(9.4,14.1)* | *(13.6,15.6)* | *(15.1,18.6)* |

**Table 62n.3**

*Military Opportunities Compared to Civilian Opportunities--Freedom from Discrimination:  By Retirement/Separation*

62n.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Freedom from discrimination

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 258 | 62 | 405 | 104 | 298 |
| Responding on Item | 3,865 | 17,712 | 4,484 | 23,228 | 6,332 | 29,893 |
| Much better as a civilian | 3.4 | 20.3 | 3.2 | 14.9 | 2.4 | 11.3 |
| | (2.2,5.2) | (18.8,21.9) | (1.9,5.3) | (13.4,16.6) | (1.5,3.7) | (9.8,13.1) |
| Somewhat better as a civilian | 6.2 | 8.6 | 3.5 | 10.6 | 3.6 | 9.6 |
| | (4.2,9.2) | (7.3,10.1) | (2.1,5.8) | (9.5,11.9) | (2.3,5.6) | (8.8,10.4) |
| No difference | 36.8 | 42.6 | 34.8 | 44.8 | 37.5 | 47.6 |
| | (29.5,44.7) | (39.7,45.6) | (30.4,39.6) | (43.1,46.4) | (34.6,40.5) | (45.1,50.1) |
| Somewhat better in the military | 13.4 | 7.5 | 19.4 | 8.3 | 15.2 | 10.0 |
| | (9.8,18.0) | (6.4,8.7) | (16.9,22.3) | (6.9,9.9) | (12.2,18.7) | (8.9,11.2) |
| Much better in the military | 22.9 | 7.8 | 24.2 | 6.9 | 21.2 | 6.6 |
| | (19.5,26.8) | (6.7,9.0) | (20.1,28.8) | (5.9,8.1) | (17.3,25.6) | (5.9,7.4) |
| Don't know | 17.3 | 13.3 | 14.8 | 14.5 | 20.2 | 14.9 |
| | (14.6,20.3) | (10.9,16.0) | (11.8,18.4) | (13.2,15.9) | (18.0,22.5) | (13.9,15.9) |

**Table 62o.1**
*Military Opportunities Compared to Civilian Opportunities--Fair Performance Evaluations: By Service*

62o. How would your opportunities in the military compare to opportunities you will have in the civilian world? Fair performance evaluations

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,144 | 1,144 | 663 | 141 | 148 | 192 | 0 |
| Responding on Item | 85,734 | 84,848 | 36,699 | 19,291 | 11,290 | 17,568 | 886 |
| Much better as a civilian | 17.0 | 17.1 | 18.7 | 18.2 | 17.5 | 12.2 | 11.1* |
| | (16.3,17.7) | (16.4,17.8) | (18.1,19.4) | (16.0,20.6) | (16.2,18.7) | (10.5,14.0) | (5.8,20.1) |
| Somewhat better as a civilian | 15.4 | 15.5 | 15.8 | 16.5 | 16.4 | 13.3 | 7.4 |
| | (14.8,16.2) | (14.8,16.3) | (15.2,16.4) | (14.5,18.7) | (14.7,18.1) | (11.5,15.4) | (7.2,7.6) |
| No difference | 38.5 | 38.4 | 37.5 | 37.1 | 38.2 | 41.7 | 54.3 |
| | (37.4,39.6) | (37.3,39.5) | (35.8,39.3) | (35.1,39.1) | (36.8,39.5) | (38.8,44.6) | (38.7,69.1) |
| Somewhat better in the military | 6.9 | 6.9 | 6.7 | 6.5 | 7.0 | 7.6 | 6.2 |
| | (6.4,7.4) | (6.4,7.4) | (5.9,7.6) | (5.6,7.5) | (6.1,8.0) | (6.6,8.8) | (4.1,9.3) |
| Much better in the military | 4.5 | 4.5 | 4.4 | 3.7 | 4.7 | 5.2 | 3.7* |
| | (4.1,4.9) | (4.1,4.9) | (4.0,4.9) | (2.9,4.9) | (3.9,5.7) | (4.0,6.8) | (1.9,7.2) |
| Don't know | 17.7 | 17.7 | 16.9 | 18.0 | 16.3 | 20.0 | 17.3* |
| | (16.9,18.5) | (16.9,18.5) | (15.9,17.8) | (15.8,20.4) | (14.7,18.0) | (18.2,22.0) | (7.4,35.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62o.2**
*Military Opportunities Compared to Civilian Opportunities--Fair Performance Evaluations:  By Paygrade and Gender*

62o.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Fair performance evaluations

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 738 | 306 | 35 | 63 | 939 | 197 |
| Responding on Item | 45,916 | 28,723 | 5,683 | 5,364 | 73,042 | 12,548 |
| Much better as a civilian | 22.4 | 11.7 | 11.9 | 5.5 | 17.5 | 14.3 |
| | (21.3,23.4) | (10.5,12.9) | (10.0,14.2) | (4.1,7.4) | (16.7,18.3) | (12.8,16.0) |
| Somewhat better as a civilian | 17.7 | 13.8 | 12.0 | 8.6 | 15.9 | 13.1 |
| | (16.6,18.8) | (12.7,14.9) | (10.2,14.2) | (6.6,11.0) | (15.1,16.7) | (11.8,14.4) |
| No difference | 35.3 | 40.3 | 50.2 | 43.8 | 38.3 | 40.1 |
| | (33.7,36.9) | (38.4,42.2) | (47.6,52.9) | (41.9,45.7) | (37.0,39.5) | (37.7,42.5) |
| Somewhat better in the military | 5.6 | 7.6 | 7.0 | 13.1 | 7.1 | 5.5 |
| | (5.0,6.4) | (7.0,8.4) | (5.7,8.5) | (10.3,16.6) | (6.6,7.7) | (4.5,6.6) |
| Much better in the military | 3.1 | 6.0 | 3.0 | 9.7 | 4.4 | 5.0 |
| | (2.7,3.6) | (5.1,7.0) | (1.8,4.8) | (8.4,11.0) | (3.9,4.9) | (4.0,6.3) |
| Don't know | 15.9 | 20.6 | 15.9 | 19.3 | 16.9 | 22.0 |
| | (14.9,17.0) | (19.1,22.1) | (13.6,18.5) | (16.5,22.6) | (16.0,17.8) | (20.1,24.1) |

**Table 62o.3**
*Military Opportunities Compared to Civilian Opportunities—Fair Performance Evaluations:  By Retirement/Separation*

62o.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Fair performance evaluations

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 24 | 235 | 52 | 374 | 105 | 334 |
| Responding on Item | 3,863 | 17,735 | 4,494 | 23,259 | 6,331 | 29,857 |
| Much better as a civilian | 6.0 | 26.7 | 7.3 | 18.4 | 4.6 | 15.7 |
| | (3.7,9.7) | (24.8,28.8) | (5.0,10.4) | (16.8,20.1) | (2.8,7.3) | (14.4,17.0) |
| Somewhat better as a civilian | 10.5 | 17.2 | 8.8 | 15.8 | 7.1 | 17.5 |
| | (7.9,13.9) | (15.7,18.9) | (6.8,11.3) | (14.7,16.9) | (5.6,9.0) | (16.2,18.9) |
| No difference | 36.5 | 34.1 | 38.4 | 40.5 | 37.4 | 40.1 |
| | (32.8,40.2) | (31.8,36.4) | (31.4,45.9) | (38.9,42.2) | (34.3,40.7) | (38.6,41.6) |
| Somewhat better in the military | 11.4 | 4.4 | 13.2 | 6.7 | 12.0 | 5.8 |
| | (8.6,14.9) | (3.4,5.7) | (10.6,16.2) | (5.4,8.4) | (10.0,14.4) | (5.1,6.7) |
| Much better in the military | 11.0 | 3.0 | 11.2 | 3.1 | 11.4 | 3.1 |
| | (8.7,13.8) | (2.3,3.9) | (8.4,14.9) | (2.6,3.6) | (9.5,13.7) | (2.5,3.8) |
| Don't know | 24.6 | 14.6 | 21.2 | 15.5 | 27.4 | 17.8 |
| | (20.7,28.9) | (12.3,17.2) | (17.1,25.8) | (14.1,17.0) | (23.7,31.4) | (16.7,19.0) |

**Table 62p.1**
*Military Opportunities Compared to Civilian Opportunities--Freedom from Harassment: By Service*

62p. How would your opportunities in the military compare to opportunities you will have in the civilian world? Freedom from harassment

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,343 | 1,343 | 777 | 161 | 176 | 228 | 0 |
| Responding on Item | 85,535 | 84,649 | 36,585 | 19,271 | 11,262 | 17,532 | 886 |
| Much better as a civilian | 12.3 | 12.3 | 14.9 | 11.3 | 14.4 | 6.8 | 9.9 |
| | *(11.7,12.9)* | *(11.7,13.0)* | *(14.1,15.7)* | *(10.2,12.4)* | *(13.2,15.6)* | *(5.0,9.2)* | *(6.1,15.5)* |
| Somewhat better as a civilian | 8.5 | 8.5 | 10.0 | 7.9 | 9.5 | 5.4 | 4.9* |
| | *(8.0,9.0)* | *(8.0,9.0)* | *(9.4,10.7)* | *(6.6,9.5)* | *(8.5,10.7)* | *(4.2,6.7)* | *(1.8,12.6)* |
| No difference | 48.2 | 48.2 | 44.7 | 51.7 | 47.6 | 51.8 | 53.1 |
| | *(46.9,49.5)* | *(46.9,49.5)* | *(42.3,47.2)* | *(49.4,54.1)* | *(45.5,49.7)* | *(49.4,54.2)* | *(51.9,54.2)* |
| Somewhat better in the military | 7.9 | 7.9 | 7.5 | 7.7 | 7.0 | 9.5 | 8.6 |
| | *(7.3,8.6)* | *(7.3,8.6)* | *(6.4,8.7)* | *(6.4,9.2)* | *(6.1,8.0)* | *(8.4,10.8)* | *(6.3,11.7)* |
| Much better in the military | 7.0 | 7.0 | 6.3 | 5.4 | 6.0 | 10.6 | 7.4* |
| | *(6.5,7.4)* | *(6.5,7.4)* | *(5.8,6.8)* | *(4.6,6.4)* | *(5.1,7.1)* | *(9.2,12.2)* | *(3.7,14.1)* |
| Don't know | 16.1 | 16.1 | 16.6 | 16.0 | 15.5 | 15.9 | 16.0 |
| | *(15.4,16.9)* | *(15.4,16.9)* | *(15.6,17.6)* | *(14.0,18.1)* | *(14.1,16.9)* | *(14.0,17.9)* | *(10.3,24.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62p.2**
*Military Opportunities Compared to Civilian Opportunities—Freedom from Harassment: By Paygrade and Gender*

62p. How would your opportunities in the military compare to opportunities you will have in the civilian world? Freedom from harassment

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 899 | 343 | 39 | 61 | 1,121 | 214 |
| Responding on Item | 45,755 | 28,686 | 5,679 | 5,366 | 72,860 | 12,531 |
| Much better as a civilian | 17.5 | 7.3 | 5.2 | 2.7 | 12.6 | 10.6 |
| | (16.5,18.4) | (6.6,8.1) | (3.6,7.4) | (1.6,4.6) | (11.9,13.3) | (9.5,11.8) |
| Somewhat better as a civilian | 10.7 | 6.5 | 5.2 | 3.7 | 8.6 | 8.0 |
| | (9.9,11.5) | (5.9,7.1) | (3.4,7.8) | (2.7,5.3) | (8.0,9.1) | (6.8,9.5) |
| No difference | 45.5 | 49.7 | 62.5 | 48.6 | 48.1 | 48.7 |
| | (43.4,47.7) | (48.0,51.4) | (59.9,64.9) | (45.2,52.1) | (46.6,49.6) | (46.0,51.5) |
| Somewhat better in the military | 6.2 | 9.2 | 7.3 | 16.1 | 8.1 | 7.0 |
| | (5.2,7.2) | (8.5,10.0) | (5.6,9.6) | (11.9,21.3) | (7.3,8.9) | (5.8,8.4) |
| Much better in the military | 5.1 | 8.6 | 5.2 | 15.6 | 6.9 | 7.5 |
| | (4.6,5.6) | (7.7,9.7) | (3.8,7.1) | (13.8,17.7) | (6.4,7.4) | (6.4,8.9) |
| Don't know | 15.1 | 18.7 | 14.7 | 13.2 | 15.8 | 18.1 |
| | (14.1,16.1) | (17.2,20.2) | (12.5,17.2) | (9.7,17.6) | (15.0,16.7) | (16.5,19.9) |

**Table 62p.3**
*Military Opportunities Compared to Civilian Opportunities--Freedom from Harassment:  By Retirement/Separation*

62p.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Freedom from harassment

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 292 | 65 | 431 | 116 | 396 |
| Responding on Item | 3,865 | 17,678 | 4,481 | 23,202 | 6,320 | 29,795 |
| Much better as a civilian | 3.7 | 19.1 | 2.7 | 15.0 | 2.4* | 10.8 |
| | (2.1,6.4) | (16.8,21.7) | (1.5,4.8) | (13.4,16.6) | (1.2,4.6) | (9.7,12.0) |
| Somewhat better as a civilian | 4.8 | 9.7 | 3.8 | 10.2 | 1.9 | 9.0 |
| | (3.5,6.6) | (8.5,11.1) | (2.4,6.0) | (8.9,11.6) | (1.4,2.7) | (8.2,10.0) |
| No difference | 41.4 | 45.5 | 40.1 | 48.4 | 44.7 | 52.6 |
| | (36.9,46.1) | (42.6,48.4) | (34.2,46.3) | (46.3,50.4) | (40.4,49.1) | (50.8,54.3) |
| Somewhat better in the military | 12.2 | 5.9 | 17.3 | 7.3 | 13.4 | 6.4 |
| | (9.8,15.1) | (5.1,6.9) | (14.4,20.6) | (5.8,9.3) | (11.3,15.9) | (5.7,7.1) |
| Much better in the military | 17.5 | 5.1 | 17.9 | 4.9 | 14.8 | 5.0 |
| | (14.2,21.5) | (4.3,6.0) | (14.6,21.8) | (4.1,5.7) | (11.6,18.8) | (4.4,5.7) |
| Don't know | 20.3 | 14.7 | 18.2 | 14.3 | 22.8 | 16.2 |
| | (16.6,24.6) | (12.4,17.3) | (14.1,23.2) | (12.8,15.9) | (19.6,26.3) | (15.2,17.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62q.1**
*Military Opportunities Compared to Civilian Opportunities--Racial/Ethnic Relations Overall:  By Service*

62q.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Racial/ethnic relations overall

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,251 | 1,251 | 745 | 133 | 169 | 205 | 0 |
| Responding on Item | 85,627 | 84,741 | 36,617 | 19,299 | 11,269 | 17,555 | 886 |
| Much better as a civilian | 10.7 | 10.7 | 13.3 | 10.9 | 10.6 | 5.1 | 8.6* |
| | (10.0,11.3) | (10.1,11.3) | (12.2,14.4) | (9.5,12.4) | (9.8,11.6) | (4.0,6.5) | (3.8,18.5) |
| Somewhat better as a civilian | 7.2 | 7.2 | 8.5 | 7.7 | 6.6 | 4.2 | 4.9 |
| | (6.7,7.7) | (6.7,7.7) | (7.9,9.3) | (6.8,8.7) | (5.7,7.6) | (3.0,5.8) | (4.8,5.1) |
| No difference | 46.8 | 46.7 | 43.6 | 49.0 | 46.9 | 50.7 | 49.4 |
| | (45.7,47.9) | (45.6,47.9) | (41.6,45.7) | (46.7,51.3) | (45.2,48.5) | (48.7,52.7) | (48.2,50.6) |
| Somewhat better in the military | 10.3 | 10.3 | 9.9 | 9.0 | 10.5 | 12.5 | 11.1* |
| | (9.8,10.9) | (9.8,10.9) | (9.1,10.7) | (8.1,10.0) | (9.0,12.3) | (10.9,14.3) | (5.6,20.9) |
| Much better in the military | 9.0 | 9.0 | 8.4 | 7.5 | 9.8 | 11.6 | 8.6 |
| | (8.5,9.6) | (8.5,9.6) | (7.9,9.0) | (6.3,8.8) | (8.5,11.3) | (10.1,13.2) | (6.7,11.1) |
| Don't know | 16.0 | 16.0 | 16.2 | 15.9 | 15.5 | 16.0 | 17.3 |
| | (15.2,16.9) | (15.1,16.9) | (14.8,17.7) | (13.9,18.1) | (14.3,16.8) | (14.0,18.3) | (16.9,17.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62q.2**
*Military Opportunities Compared to Civilian Opportunities--Racial/Ethnic Relations Overall:  By Paygrade and Gender*

62q.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Racial/ethnic relations overall

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 831 | 316 | 41 | 61 | 1,038 | 205 |
| Responding on Item | 45,823 | 28,713 | 5,677 | 5,366 | 72,943 | 12,540 |
| Much better as a civilian | 15.2 | 6.4 | 4.1 | 1.9 | 11.1 | 8.5 |
| | (14.1,16.3) | (5.8,7.1) | (2.7,6.2) | (1.1,3.1) | (10.3,11.8) | (7.3,9.7) |
| Somewhat better as a civilian | 9.0 | 6.0 | 2.6 | 1.9 | 7.1 | 7.4 |
| | (8.3,9.9) | (5.3,6.9) | (1.8,3.8) | (1.4,2.5) | (6.7,7.7) | (5.8,9.3) |
| No difference | 45.4 | 46.8 | 59.6 | 44.7 | 46.7 | 47.1 |
| | (43.6,47.2) | (45.4,48.3) | (56.6,62.6) | (41.2,48.2) | (45.4,48.0) | (44.5,49.7) |
| Somewhat better in the military | 8.3 | 11.5 | 13.5 | 18.1 | 10.4 | 9.6 |
| | (7.6,9.1) | (10.5,12.5) | (11.0,16.4) | (15.4,21.1) | (9.8,11.1) | (8.5,10.8) |
| Much better in the military | 6.8 | 10.7 | 7.0 | 20.7 | 9.1 | 8.8 |
| | (6.3,7.5) | (9.9,11.6) | (5.5,8.9) | (17.4,24.4) | (8.6,9.6) | (7.4,10.5) |
| Don't know | 15.2 | 18.5 | 13.1 | 12.7 | 15.6 | 18.7 |
| | (14.0,16.6) | (17.0,20.0) | (11.1,15.4) | (9.9,16.3) | (14.6,16.6) | (16.9,20.6) |

**Table 62q.3**

*Military Opportunities Compared to Civilian Opportunities--Racial/Ethnic Relations Overall: By Retirement/Separation*

62q. How would your opportunities in the military compare to opportunities you will have in the civilian world? Racial/ethnic relations overall

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 277 | 53 | 408 | 103 | 366 |
| Responding on Item | 3,865 | 17,693 | 4,493 | 23,225 | 6,333 | 29,825 |
| Much better as a civilian | 2.8 | 16.3 | 2.4 | 13.3 | 2.4 | 9.2 |
| | (1.8,4.2) | (15.0,17.6) | (1.5,3.9) | (11.5,15.4) | (1.5,3.9) | (7.9,10.8) |
| Somewhat better as a civilian | 4.1 | 7.2 | 3.7 | 9.1 | 2.7 | 7.5 |
| | (2.5,6.7) | (5.9,8.7) | (2.3,6.0) | (7.9,10.4) | (1.6,4.5) | (6.5,8.8) |
| No difference | 39.1 | 46.3 | 35.4 | 46.7 | 39.0 | 51.4 |
| | (34.8,43.4) | (43.4,49.1) | (31.2,39.9) | (44.4,49.1) | (35.3,42.9) | (49.6,53.1) |
| Somewhat better in the military | 14.8 | 8.8 | 16.7 | 9.5 | 15.9 | 9.2 |
| | (11.5,18.9) | (7.8,9.9) | (14.1,19.7) | (8.6,10.5) | (13.0,19.3) | (8.4,10.2) |
| Much better in the military | 21.3 | 6.6 | 22.1 | 6.5 | 18.5 | 6.9 |
| | (17.6,25.4) | (5.6,7.7) | (18.6,26.1) | (5.3,8.0) | (15.3,22.2) | (6.1,7.8) |
| Don't know | 18.0 | 14.9 | 19.6 | 14.8 | 21.5 | 15.7 |
| | (14.4,22.1) | (12.5,17.5) | (16.5,23.1) | (13.3,16.5) | (18.2,25.2) | (14.7,16.8) |

**Table 62r.1**
*Military Opportunities Compared to Civilian Opportunities--Gender Relations Overall:  By Service*

62r.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Gender relations overall

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,129 | 1,129 | 643 | 132 | 154 | 200 | 0 |
| Responding on Item | 85,749 | 84,863 | 36,719 | 19,300 | 11,284 | 17,560 | 886 |
| Much better as a civilian | 13.6 | 13.6 | 15.6 | 14.5 | 17.5 | 6.0 | 12.3 |
| | (12.9,14.3) | (13.0,14.3) | (14.8,16.4) | (12.4,16.8) | (16.3,18.8) | (4.9,7.4) | (12.0,12.7) |
| Somewhat better as a civilian | 10.6 | 10.6 | 11.2 | 11.9 | 13.3 | 6.2 | 8.6 |
| | (10.0,11.2) | (10.0,11.2) | (10.3,12.2) | (10.8,13.1) | (12.1,14.6) | (4.8,7.9) | (6.3,11.7) |
| No difference | 45.3 | 45.3 | 43.2 | 46.6 | 42.2 | 50.1 | 49.4 |
| | (44.1,46.6) | (44.1,46.5) | (40.9,45.5) | (44.7,48.5) | (40.7,43.8) | (47.6,52.7) | (43.4,55.4) |
| Somewhat better in the military | 7.4 | 7.4 | 6.7 | 6.3 | 5.5 | 11.2 | 8.6* |
| | (6.9,8.0) | (6.9,8.0) | (5.8,7.8) | (5.6,7.2) | (4.7,6.4) | (10.0,12.5) | (3.8,18.5) |
| Much better in the military | 6.9 | 6.9 | 6.7 | 5.5 | 5.8 | 9.4 | 6.2 |
| | (6.4,7.4) | (6.4,7.4) | (6.1,7.3) | (4.5,6.8) | (4.7,7.3) | (8.0,11.0) | (4.1,9.3) |
| Don't know | 16.2 | 16.2 | 16.6 | 15.2 | 15.7 | 17.0 | 14.8 |
| | (15.3,17.2) | (15.3,17.2) | (15.0,18.3) | (13.1,17.5) | (14.7,16.6) | (15.0,19.2) | (10.9,19.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 62r.2**
*Military Opportunities Compared to Civilian Opportunities—Gender Relations Overall: By Paygrade and Gender*

62r. How would your opportunities in the military compare to opportunities you will have in the civilian world? Gender relations overall

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 688 | 340 | 41 | 58 | 952 | 169 |
| Responding on Item | 45,966 | 28,689 | 5,677 | 5,369 | 73,029 | 12,576 |
| Much better as a civilian | 18.6 | 9.0 | 6.7 | 2.5 | 14.1 | 10.7 |
| | (17.5,19.8) | (8.3,9.8) | (5.2,8.5) | (1.7,3.7) | (13.3,14.9) | (9.4,12.2) |
| Somewhat better as a civilian | 12.0 | 9.0 | 11.5 | 6.1 | 10.5 | 10.6 |
| | (11.0,13.0) | (8.2,9.9) | (9.6,13.8) | (4.5,8.2) | (9.9,11.2) | (9.2,12.3) |
| No difference | 43.6 | 46.0 | 55.4 | 46.2 | 45.3 | 45.7 |
| | (41.6,45.6) | (44.5,47.5) | (53.8,57.0) | (42.4,50.1) | (43.9,46.7) | (43.5,47.9) |
| Somewhat better in the military | 5.6 | 8.7 | 8.2 | 15.8 | 7.4 | 7.5 |
| | (4.8,6.5) | (8.0,9.4) | (7.0,9.6) | (13.3,18.7) | (6.8,8.0) | (6.4,8.8) |
| Much better in the military | 4.8 | 8.5 | 5.4 | 16.5 | 6.8 | 7.2 |
| | (4.3,5.4) | (7.6,9.5) | (3.6,7.9) | (14.3,19.1) | (6.3,7.4) | (6.0,8.6) |
| Don't know | 15.3 | 18.9 | 12.9 | 12.9 | 15.9 | 18.2 |
| | (13.9,16.9) | (17.5,20.3) | (11.1,14.9) | (9.8,16.7) | (14.8,17.0) | (16.4,20.2) |

**Table 62r.3**

*Military Opportunities Compared to Civilian Opportunities--Gender Relations Overall:  By Retirement/Separation*

62r.  How would your opportunities in the military compare to opportunities you will have in the civilian world?  Gender relations overall

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 22 | 252 | 54 | 345 | 103 | 332 |
| Responding on Item | 3,865 | 17,718 | 4,492 | 23,288 | 6,333 | 29,859 |
| Much better as a civilian | 2.7 | 19.5 | 4.0 | 17.2 | 3.2 | 12.2 |
| | (1.7,4.1) | (18.0,21.1) | (2.6,6.0) | (15.4,19.2) | (2.6,4.1) | (10.8,13.8) |
| Somewhat better as a civilian | 5.9 | 11.0 | 5.0 | 12.9 | 5.2 | 11.2 |
| | (3.6,9.5) | (9.8,12.4) | (3.4,7.3) | (11.6,14.4) | (3.1,8.4) | (10.0,12.4) |
| No difference | 41.5 | 44.2 | 37.8 | 44.0 | 40.1 | 49.7 |
| | (36.5,46.6) | (41.5,47.0) | (34.1,41.6) | (41.5,46.5) | (36.2,44.1) | (48.0,51.5) |
| Somewhat better in the military | 14.0 | 6.2 | 15.2 | 6.0 | 13.5 | 6.0 |
| | (11.0,17.6) | (5.2,7.4) | (13.5,17.1) | (4.9,7.2) | (11.1,16.3) | (5.4,6.7) |
| Much better in the military | 17.9 | 4.6 | 18.6 | 5.2 | 15.4 | 4.5 |
| | (13.8,22.9) | (3.6,6.0) | (14.8,23.1) | (4.1,6.5) | (12.1,19.4) | (3.7,5.3) |
| Don't know | 18.1 | 14.4 | 19.4 | 14.7 | 22.6 | 16.4 |
| | (14.4,22.4) | (12.1,17.1) | (15.9,23.5) | (13.3,16.2) | (19.5,26.0) | (15.3,17.5) |

**Table 63a.1**
*Agreement That Most of Member's Friends Belong to Military Community: By Service*

63a. How much do you agree or disagree with the following statements? Most of my friends belong to the military community

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 912 | 912 | 508 | 98 | 119 | 187 | | 0 |
| Responding on Item | 85,966 | 85,080 | 36,854 | 19,334 | 11,319 | 17,573 | | 886 |
| Strongly agree | 13.7 | 13.8 | 13.9 | 12.1 | 14.0 | 15.2 | | 3.7* |
| | (13.0,14.4) | (13.1,14.5) | (13.1,14.8) | (10.6,13.7) | (12.5,15.6) | (13.3,17.3) | | (1.9,7.2) |
| Agree | 30.4 | 30.4 | 28.8 | 30.3 | 28.1 | 35.4 | | 29.6 |
| | (29.1,31.7) | (29.1,31.7) | (27.0,30.6) | (27.0,33.8) | (26.1,30.1) | (32.2,38.7) | | (20.4,40.9) |
| Neither agree nor disagree | 24.6 | 24.6 | 26.6 | 23.8 | 26.5 | 20.2 | | 18.5 |
| | (23.6,25.5) | (23.7,25.6) | (25.3,28.0) | (21.4,26.5) | (24.4,28.7) | (18.6,21.9) | | (12.0,27.4) |
| Disagree | 20.3 | 20.2 | 19.0 | 22.6 | 20.1 | 20.2 | | 30.9 |
| | (19.5,21.2) | (19.3,21.1) | (17.9,20.2) | (20.5,24.9) | (18.6,21.6) | (18.0,22.7) | | (17.4,48.5) |
| Strongly disagree | 11.1 | 11.0 | 11.7 | 11.2 | 11.4 | 8.9 | | 17.3 |
| | (10.2,12.0) | (10.1,12.0) | (10.8,12.7) | (8.9,14.0) | (10.2,12.7) | (6.5,12.2) | | (13.3,22.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63a.2**

*Agreement That Most of Member's Friends Belong to Military Community: By Paygrade and Gender*

63a. How much do you agree or disagree with the following statements? Most of my friends belong to the military community

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 624 | 219 | 55 | 14 | 785 | 126 |
| Responding on Item | 46,030 | 28,810 | 5,663 | 5,413 | 73,196 | 12,619 |
| Strongly agree | 12.3 | 15.8 | 14.9 | 12.6 | 13.2 | 16.4 |
| | (11.4,13.3) | (14.7,16.9) | (12.9,17.0) | (11.4,13.9) | (12.5,13.9) | (14.5,18.5) |
| Agree | 26.2 | 34.7 | 35.5 | 37.8 | 30.1 | 32.0 |
| | (24.3,28.2) | (32.7,36.8) | (32.0,39.3) | (36.3,39.3) | (28.7,31.6) | (29.2,34.9) |
| Neither agree nor disagree | 26.5 | 22.9 | 21.3 | 20.4 | 25.4 | 19.8 |
| | (25.2,27.8) | (21.4,24.4) | (18.0,25.1) | (15.6,26.3) | (24.4,26.5) | (18.1,21.5) |
| Disagree | 19.8 | 19.6 | 23.6 | 25.2 | 20.3 | 20.8 |
| | (18.6,21.1) | (18.3,20.9) | (21.2,26.1) | (21.4,29.4) | (19.3,21.3) | (18.7,23.1) |
| Strongly disagree | 15.2 | 7.1 | 4.7 | 4.0 | 11.1 | 11.0 |
| | (13.8,16.7) | (6.1,8.2) | (3.4,6.5) | (2.7,5.9) | (10.1,12.1) | (9.7,12.6) |

**Table 63a.3**

*Agreement That Most of Member's Friends Belong to Military Community:  By Retirement/Separation*

63a.  How much do you agree or disagree with the following statements? Most of my friends belong to the military community

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8 | 244 | 35 | 295 | 70 | 234 |
| Responding on Item | 3,879 | 17,726 | 4,511 | 23,338 | 6,366 | 29,957 |
| Strongly agree | 18.1 | 16.6 | 16.5 | 11.6 | 14.5 | 12.4 |
| | *(14.3,22.8)* | *(14.7,18.7)* | *(12.3,21.7)* | *(10.2,13.3)* | *(11.7,17.7)* | *(11.4,13.4)* |
| Agree | 35.4 | 29.4 | 41.2 | 25.2 | 39.3 | 30.7 |
| | *(30.7,40.3)* | *(27.2,31.7)* | *(37.5,44.9)* | *(23.1,27.3)* | *(35.0,43.8)* | *(28.8,32.7)* |
| Neither agree nor disagree | 20.3 | 22.9 | 21.8 | 26.5 | 20.7 | 25.9 |
| | *(17.6,23.3)* | *(20.9,25.1)* | *(18.2,25.8)* | *(25.0,28.0)* | *(17.7,24.0)* | *(24.7,27.3)* |
| Disagree | 21.4 | 18.6 | 16.8 | 22.6 | 19.5 | 20.2 |
| | *(17.0,26.7)* | *(16.5,20.9)* | *(14.5,19.4)* | *(21.1,24.1)* | *(15.9,23.7)* | *(18.7,21.8)* |
| Strongly disagree | 4.8* | 12.4 | 3.7 | 14.2 | 6.0 | 10.8 |
| | *(2.5,9.0)* | *(10.5,14.6)* | *(2.3,6.0)* | *(12.5,16.0)* | *(4.0,9.0)* | *(9.8,11.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63b.1**
*Agreement That Member Experiences Support of Military Community:  By Service*

63b.  How much do you agree or disagree with the following statements?   The military community is there for me when I need it

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 957 | 957 | 529 | 122 | 132 | 175 | | 0 |
| Responding on Item | 85,921 | 85,035 | 36,833 | 19,310 | 11,306 | 17,585 | | 886 |
| Strongly agree | 5.7 | 5.8 | 5.0 | 4.5 | 6.9 | 8.2 | | 1.2* |
| | (5.3,6.2) | (5.3,6.3) | (4.5,5.6) | (3.6,5.6) | (5.4,8.7) | (7.0,9.6) | | (0.2,6.9) |
| Agree | 26.9 | 26.9 | 21.8 | 28.6 | 28.8 | 34.4 | | 33.3 |
| | (25.8,28.1) | (25.8,28.0) | (20.2,23.4) | (26.3,31.1) | (26.7,31.0) | (31.4,37.4) | | (18.6,52.3) |
| Neither agree nor disagree | 38.0 | 38.0 | 40.1 | 37.9 | 37.1 | 34.3 | | 34.6 |
| | (37.0,39.0) | (37.0,39.0) | (38.7,41.5) | (35.7,40.1) | (35.4,38.9) | (31.7,36.9) | | (22.5,49.1) |
| Disagree | 18.5 | 18.5 | 20.1 | 18.2 | 17.5 | 16.2 | | 17.3 |
| | (17.6,19.5) | (17.6,19.5) | (18.3,22.1) | (16.6,19.9) | (16.3,18.7) | (14.8,17.6) | | (13.3,22.2) |
| Strongly disagree | 10.9 | 10.8 | 13.0 | 10.8 | 9.8 | 7.0 | | 13.6 |
| | (10.1,11.6) | (10.1,11.6) | (11.7,14.5) | (9.7,12.0) | (8.9,10.7) | (5.5,8.8) | | (11.6,15.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63b.2**

*Agreement That Member Experiences Support of Military Community:  By Paygrade and Gender*

63b.  How much do you agree or disagree with the following statements?  The military community is there for me when I need it

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 630 | 236 | 55 | 37 | 819 | 137 |
| Responding on Item | 46,024 | 28,793 | 5,663 | 5,390 | 73,162 | 12,608 |
| Strongly agree | 4.8 | 6.8 | 6.5 | 7.8 | 5.7 | 6.1 |
| | *(4.2,5.4)* | *(6.1,7.6)* | *(4.9,8.6)* | *(5.7,10.6)* | *(5.1,6.3)* | *(5.1,7.4)* |
| Agree | 20.5 | 31.5 | 41.0 | 42.7 | 26.9 | 27.1 |
| | *(19.1,21.9)* | *(29.4,33.7)* | *(37.0,45.1)* | *(38.9,46.7)* | *(25.7,28.2)* | *(25.4,28.8)* |
| Neither agree nor disagree | 39.8 | 37.5 | 31.5 | 31.6 | 38.3 | 36.1 |
| | *(38.4,41.2)* | *(35.8,39.2)* | *(28.0,35.2)* | *(28.2,35.3)* | *(37.2,39.3)* | *(33.8,38.4)* |
| Disagree | 20.6 | 16.4 | 15.3 | 14.7 | 18.5 | 18.5 |
| | *(19.1,22.3)* | *(15.3,17.6)* | *(12.9,18.0)* | *(12.0,17.8)* | *(17.5,19.6)* | *(16.8,20.4)* |
| Strongly disagree | 14.3 | 7.8 | 5.6 | 3.2 | 10.6 | 12.2 |
| | *(13.1,15.6)* | *(6.9,8.9)* | *(4.6,6.9)* | *(2.2,4.6)* | *(9.8,11.5)* | *(10.7,13.8)* |

**Table 63b.3**

*Agreement That Member Experiences Support of Military Community:  By Retirement/Separation*

63b.  How much do you agree or disagree with the following statements?  The military community is there for me when I need it

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8 | 226 | 35 | 360 | 80 | 221 |
| Responding on Item | 3,879 | 17,744 | 4,511 | 23,273 | 6,356 | 29,970 |
| Strongly agree | 10.7 | 5.8 | 9.1 | 5.0 | 7.8 | 4.7 |
| | *(8.8,13.0)* | *(4.8,6.9)* | *(6.2,13.2)* | *(4.2,6.1)* | *(5.7,10.6)* | *(4.1,5.4)* |
| Agree | 37.9 | 22.1 | 44.2 | 23.5 | 39.1 | 25.8 |
| | *(33.3,42.8)* | *(20.2,24.1)* | *(39.7,48.9)* | *(21.2,26.0)* | *(34.0,44.5)* | *(23.9,27.7)* |
| Neither agree nor disagree | 33.2 | 34.0 | 31.7 | 39.8 | 35.6 | 41.0 |
| | *(30.2,36.3)* | *(31.3,36.7)* | *(29.3,34.2)* | *(37.0,42.6)* | *(31.0,40.5)* | *(38.6,43.5)* |
| Disagree | 14.6 | 22.2 | 10.7 | 19.7 | 12.4 | 18.4 |
| | *(12.1,17.6)* | *(20.2,24.4)* | *(8.5,13.4)* | *(18.0,21.6)* | *(11.0,14.0)* | *(16.8,20.1)* |
| Strongly disagree | 3.5 | 16.0 | 4.2 | 12.0 | 5.1 | 10.1 |
| | *(2.2,5.5)* | *(14.2,18.0)* | *(2.9,6.2)* | *(10.2,14.0)* | *(2.8,8.9)* | *(8.8,11.5)* |

**Table 63c.1**
*Agreement That Member Has a Lot in Common With Civilian Community:  By Service*

63c.  How much do you agree or disagree with the following statements?  I have a lot in common with the civilian community

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,301 | 1,301 | 714 | 173 | 168 | 246 | | 0 |
| Responding on Item | 85,577 | 84,691 | 36,648 | 19,259 | 11,270 | 17,514 | | 886 |
| Strongly agree | 18.8 | 18.8 | 19.4 | 20.2 | 20.3 | 15.2 | | 19.8* |
| | (18.0,19.7) | (17.9,19.7) | (18.4,20.4) | (17.5,23.3) | (18.6,22.1) | (13.8,16.7) | | (9.4,36.9) |
| Agree | 37.8 | 37.8 | 34.7 | 39.0 | 35.8 | 44.1 | | 45.7 |
| | (37.0,38.7) | (36.9,38.6) | (33.8,35.6) | (37.0,41.0) | (33.7,37.9) | (41.5,46.8) | | (37.5,54.1) |
| Neither agree nor disagree | 32.5 | 32.5 | 33.8 | 31.9 | 30.9 | 31.7 | | 28.4 |
| | (31.5,33.6) | (31.5,33.6) | (32.6,35.1) | (28.8,35.1) | (29.1,32.6) | (29.5,33.9) | | (17.5,42.5) |
| Disagree | 7.7 | 7.7 | 8.0 | 6.8 | 9.4 | 6.8 | | 4.9* |
| | (7.1,8.2) | (7.2,8.3) | (7.4,8.8) | (6.0,7.8) | (7.7,11.4) | (5.4,8.5) | | (1.9,12.1) |
| Strongly disagree | 3.2 | 3.2 | 4.1 | 2.1 | 3.7 | 2.2 | | 1.2* |
| | (2.8,3.5) | (2.9,3.6) | (3.5,4.7) | (1.6,2.8) | (3.0,4.5) | (1.6,3.1) | | (0.2,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63c.2**

*Agreement That Member Has a Lot in Common With Civilian Community: By Paygrade and Gender*

63c. How much do you agree or disagree with the following statements? I have a lot in common with the civilian community

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 890 | 309 | 57 | 46 | 1,122 | 179 |
| Responding on Item | 45,764 | 28,720 | 5,661 | 5,381 | 72,859 | 12,566 |
| Strongly agree | 23.1 | 14.3 | 16.8 | 9.3 | 19.3 | 16.3 |
| | (21.9,24.3) | (13.1,15.6) | (14.6,19.4) | (6.1,14.1) | (18.3,20.3) | (14.7,18.1) |
| Agree | 35.3 | 38.4 | 51.0 | 43.3 | 37.5 | 39.9 |
| | (34.3,36.3) | (36.5,40.4) | (47.5,54.5) | (39.1,47.5) | (36.6,38.4) | (37.1,42.8) |
| Neither agree nor disagree | 30.8 | 36.4 | 23.6 | 34.9 | 32.3 | 33.5 |
| | (29.5,32.2) | (34.6,38.3) | (20.5,27.1) | (29.3,41.0) | (31.2,33.5) | (31.0,36.1) |
| Disagree | 6.7 | 8.4 | 7.5 | 11.3 | 7.8 | 7.1 |
| | (6.1,7.5) | (7.5,9.4) | (5.9,9.4) | (9.2,13.7) | (7.2,8.3) | (5.8,8.7) |
| Strongly disagree | 4.1 | 2.4 | 1.1* | 1.2 | 3.2 | 3.2 |
| | (3.6,4.7) | (2.0,3.0) | (0.6,2.0) | (0.7,1.9) | (2.8,3.6) | (2.3,4.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63c.3**

*Agreement That Member Has a Lot in Common With Civilian Community:  By Retirement/Separation*

63c.  How much do you agree or disagree with the following statements?  I have a lot in common with the civilian community

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 16 | 352 | 44 | 474 | 101 | 288 |
| Responding on Item | 3,871 | 17,618 | 4,502 | 23,159 | 6,335 | 29,903 |
| Strongly agree | 7.0 | 22.5 | 7.9 | 22.8 | 8.3 | 19.0 |
| | (4.5,10.8) | (20.1,25.1) | (5.5,11.0) | (21.3,24.4) | (5.9,11.6) | (17.5,20.5) |
| Agree | 36.3 | 34.5 | 40.4 | 37.0 | 38.8 | 40.1 |
| | (32.5,40.2) | (31.5,37.6) | (36.5,44.4) | (35.4,38.6) | (34.1,43.7) | (38.1,42.2) |
| Neither agree nor disagree | 41.6 | 31.6 | 38.0 | 29.7 | 40.3 | 31.5 |
| | (37.9,45.4) | (29.6,33.7) | (34.2,42.0) | (27.7,31.8) | (35.9,44.9) | (29.7,33.5) |
| Disagree | 12.7 | 7.5 | 12.0 | 6.7 | 10.3 | 6.6 |
| | (9.4,16.8) | (6.4,8.7) | (9.2,15.4) | (5.8,7.7) | (8.1,13.1) | (5.8,7.6) |
| Strongly disagree | 2.4 | 4.0 | 1.8* | 3.8 | 2.3* | 2.7 |
| | (1.4,4.2) | (3.1,5.1) | (0.9,3.6) | (2.9,4.9) | (1.1,4.8) | (2.2,3.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63d.1**
*Agreement That Member's Help and Support Is Sought by Other Members: By Service*

63d. How much do you agree or disagree with the following statements? Members of the military community sometimes turn to me for help or support

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,078 | 1,078 | 602 | 139 | 141 | 195 | | 0 |
| Responding on Item | 85,800 | 84,914 | 36,760 | 19,293 | 11,297 | 17,565 | | 886 |
| Strongly agree | 10.1 | 10.1 | 9.3 | 9.5 | 11.9 | 11.2 | | 9.9 |
| | (9.5,10.7) | (9.5,10.7) | (8.7,9.9) | (8.0,11.2) | (10.7,13.1) | (9.5,13.2) | | (6.1,15.5) |
| Agree | 40.3 | 40.2 | 34.6 | 44.4 | 43.2 | 45.5 | | 49.4 |
| | (39.4,41.1) | (39.3,41.1) | (33.6,35.5) | (41.9,46.8) | (41.3,45.1) | (43.3,47.7) | | (43.4,55.4) |
| Neither agree nor disagree | 35.8 | 35.9 | 39.7 | 33.6 | 32.0 | 32.9 | | 29.6 |
| | (34.9,36.8) | (35.0,36.8) | (38.5,41.0) | (31.3,35.9) | (29.6,34.6) | (30.6,35.2) | | (28.9,30.4) |
| Disagree | 8.7 | 8.7 | 9.6 | 8.2 | 8.1 | 7.8 | | 4.9 |
| | (8.1,9.3) | (8.2,9.3) | (8.9,10.4) | (6.7,10.0) | (6.7,9.6) | (6.8,9.0) | | (4.8,5.1) |
| Strongly disagree | 5.1 | 5.1 | 6.8 | 4.4 | 4.9 | 2.6 | | 6.2 |
| | (4.7,5.7) | (4.6,5.7) | (5.9,7.9) | (3.7,5.2) | (4.1,5.8) | (1.7,3.7) | | (4.3,8.9) |

**Table 63d.2**

*Agreement That Member's Help and Support Is Sought by Other Members: By Paygrade and Gender*

63d. How much do you agree or disagree with the following statements? Members of the military community sometimes turn to me for help or support

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 747 | 240 | 57 | 34 | | 897 | 181 |
| Responding on Item | 45,907 | 28,789 | 5,661 | 5,393 | | 73,084 | 12,564 |
| Strongly agree | 8.6 | 11.3 | 14.9 | 10.9 | | 10.1 | 9.8 |
| | *(7.9,9.4)* | *(10.3,12.3)* | *(12.9,17.1)* | *(7.8,15.2)* | | *(9.5,10.7)* | *(8.0,12.1)* |
| Agree | 31.4 | 47.7 | 56.4 | 60.0 | | 40.5 | 38.9 |
| | *(30.4,32.4)* | *(45.9,49.4)* | *(53.6,59.1)* | *(56.4,63.4)* | | *(39.6,41.5)* | *(36.2,41.7)* |
| Neither agree nor disagree | 41.7 | 31.6 | 21.3 | 24.1 | | 35.9 | 35.3 |
| | *(40.4,42.9)* | *(29.9,33.4)* | *(19.4,23.3)* | *(21.0,27.4)* | | *(35.0,36.9)* | *(32.6,38.2)* |
| Disagree | 10.6 | 6.8 | 6.0 | 4.6 | | 8.4 | 10.1 |
| | *(9.7,11.5)* | *(6.1,7.6)* | *(4.7,7.6)* | *(2.9,7.2)* | | *(7.8,9.0)* | *(8.8,11.7)* |
| Strongly disagree | 7.7 | 2.6 | 1.5 | 0.5* | | 5.0 | 5.8 |
| | *(6.8,8.7)* | *(2.2,3.1)* | *(0.9,2.3)* | *(0.2,1.1)* | | *(4.5,5.7)* | *(4.6,7.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63d.3**
*Agreement That Member's Help and Support Is Sought by Other Members:  By Retirement/Separation*

63d.  How much do you agree or disagree with the following statements?  Members of the military community sometimes turn to me for help or support

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8 | 266 | 39 | 386 | 80 | 274 |
| Responding on Item | 3,879 | 17,704 | 4,507 | 23,247 | 6,356 | 29,917 |
| Strongly agree | 15.4 | 12.3 | 14.3 | 8.7 | 10.8 | 8.3 |
| | (11.6,20.1) | (10.9,13.9) | (11.4,17.9) | (7.8,9.7) | (9.0,13.0) | (7.4,9.3) |
| Agree | 52.2 | 39.0 | 57.2 | 33.3 | 54.8 | 39.4 |
| | (48.4,55.9) | (37.4,40.7) | (53.3,61.1) | (31.6,35.0) | (50.3,59.2) | (37.6,41.1) |
| Neither agree nor disagree | 26.0 | 34.0 | 22.6 | 40.1 | 28.4 | 38.3 |
| | (23.0,29.2) | (32.1,36.0) | (20.0,25.5) | (38.0,42.3) | (25.4,31.5) | (36.3,40.4) |
| Disagree | 5.3 | 8.5 | 4.0 | 10.7 | 4.9 | 9.2 |
| | (3.3,8.5) | (7.3,9.9) | (2.7,5.9) | (9.3,12.1) | (3.4,7.1) | (8.3,10.1) |
| Strongly disagree | 1.2* | 6.2 | 1.8* | 7.2 | 1.1 | 4.8 |
| | (0.5,2.8) | (5.2,7.3) | (0.8,4.1) | (6.1,8.5) | (0.9,1.4) | (4.0,5.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63e.1**
*Agreement That Living on Base Helps Active Duty Members and Their Families Make Ends Meet: By Service*

63e. How much do you agree or disagree with the following statements? Living on base helps active duty members and their families make ends meet

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,147 | 1,147 | 611 | 141 | 140 | 255 | | 0 |
| Responding on Item | 85,731 | 84,845 | 36,751 | 19,291 | 11,298 | 17,505 | | 886 |
| Strongly agree | 9.9 | 9.9 | 9.6 | 8.7 | 9.8 | 11.8 | | 9.9* |
| | (9.2,10.6) | (9.2,10.6) | (8.7,10.5) | (7.5,10.0) | (8.7,10.9) | (9.7,14.2) | | (3.6,24.2) |
| Agree | 28.9 | 28.8 | 26.4 | 28.5 | 27.0 | 35.3 | | 39.5 |
| | (27.9,29.9) | (27.8,29.8) | (25.3,27.5) | (25.9,31.3) | (24.8,29.4) | (32.7,38.1) | | (35.7,43.5) |
| Neither agree nor disagree | 43.5 | 43.5 | 44.3 | 46.6 | 44.4 | 37.9 | | 37.0 |
| | (42.3,44.6) | (42.3,44.7) | (42.4,46.2) | (44.2,49.1) | (42.3,46.5) | (35.0,40.9) | | (33.2,41.1) |
| Disagree | 9.9 | 9.9 | 10.6 | 9.2 | 10.5 | 8.8 | | 7.4* |
| | (9.2,10.7) | (9.2,10.7) | (9.3,12.1) | (8.0,10.5) | (9.2,11.9) | (7.5,10.3) | | (3.7,14.1) |
| Strongly disagree | 7.9 | 7.9 | 9.1 | 6.9 | 8.3 | 6.2 | | 6.2* |
| | (7.3,8.4) | (7.4,8.5) | (8.4,9.8) | (5.8,8.3) | (7.0,9.8) | (4.9,7.9) | | (2.0,17.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63e.2**

*Agreement That Living on Base Helps Active Duty Members and Their Families Make Ends Meet: By Paygrade and Gender*

63e. How much do you agree or disagree with the following statements? Living on base helps active duty members and their families make ends meet

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 731 | 319 | 75 | 22 | 952 | 195 |
| Responding on Item | 45,923 | 28,710 | 5,643 | 5,405 | 73,029 | 12,550 |
| Strongly agree | 8.4 | 11.4 | 7.2 | 16.4 | 9.7 | 10.8 |
| | (7.5,9.4) | (10.3,12.7) | (5.3,9.7) | (13.5,19.7) | (8.9,10.5) | (9.2,12.6) |
| Agree | 24.2 | 32.1 | 36.5 | 44.7 | 28.9 | 29.4 |
| | (22.9,25.5) | (30.5,33.9) | (32.1,41.1) | (40.8,48.6) | (27.9,29.9) | (26.3,32.7) |
| Neither agree nor disagree | 47.5 | 39.5 | 45.9 | 28.2 | 43.6 | 42.7 |
| | (45.8,49.2) | (37.5,41.4) | (43.4,48.4) | (25.4,31.3) | (42.3,44.9) | (40.2,45.3) |
| Disagree | 10.4 | 10.1 | 6.6 | 7.3 | 10.1 | 8.8 |
| | (9.3,11.7) | (9.2,11.0) | (5.0,8.6) | (5.8,9.1) | (9.3,10.9) | (7.1,11.0) |
| Strongly disagree | 9.5 | 6.8 | 3.9 | 3.4 | 7.8 | 8.3 |
| | (8.7,10.4) | (6.0,7.8) | (2.5,5.9) | (2.2,5.1) | (7.2,8.4) | (7.1,9.6) |

**Table 63e.3**

*Agreement That Living on Base Helps Active Duty Members and Their Families Make Ends Meet:  By Retirement/Separation*

63e.  How much do you agree or disagree with the following statements?  Living on base helps active duty members and their families make ends meet

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 6 | 321 | 56 | 420 | 76 | 240 |
| Responding on Item | 3,881 | 17,649 | 4,490 | 23,213 | 6,360 | 29,951 |
| Strongly agree | 18.2 | 10.2 | 17.1 | 8.1 | 14.5 | 7.8 |
| | *(14.7,22.5)* | *(9.1,11.5)* | *(12.8,22.4)* | *(7.1,9.3)* | *(12.3,16.9)* | *(7.0,8.7)* |
| Agree | 37.1 | 24.9 | 46.6 | 25.9 | 40.1 | 27.6 |
| | *(32.1,42.3)* | *(22.7,27.3)* | *(42.4,50.8)* | *(23.9,27.9)* | *(35.2,45.3)* | *(25.7,29.6)* |
| Neither agree nor disagree | 33.1 | 42.0 | 24.9 | 47.9 | 31.3 | 47.7 |
| | *(28.7,37.7)* | *(39.5,44.6)* | *(21.1,29.2)* | *(45.6,50.2)* | *(27.2,35.8)* | *(44.5,50.9)* |
| Disagree | 6.9 | 11.9 | 6.8 | 9.6 | 9.5 | 9.7 |
| | *(4.8,9.9)* | *(10.3,13.8)* | *(5.2,9.0)* | *(8.5,10.9)* | *(7.2,12.5)* | *(8.6,11.0)* |
| Strongly disagree | 4.7 | 10.9 | 4.6 | 8.6 | 4.5 | 7.1 |
| | *(2.7,8.1)* | *(9.3,12.8)* | *(3.0,6.8)* | *(7.3,10.0)* | *(3.3,6.3)* | *(6.1,8.3)* |

**Table 63f.1**
*Agreement That There Is Not Much to Be Gained by Member Sticking With Military Career:  By Service*

63f.  How much do you agree or disagree with the following statements?  There is not much to be gained for me by sticking with a military career

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,116 | 1,116 | 603 | 173 | 144 | 196 | 0 |
| Responding on Item | 85,762 | 84,876 | 36,759 | 19,259 | 11,294 | 17,564 | 886 |
| Strongly agree | 29.0 | 29.0 | 27.0 | 32.3 | 29.8 | 29.3 | 21.0 |
| | (27.9,30.1) | (27.9,30.2) | (25.3,28.8) | (30.0,34.8) | (28.1,31.5) | (26.6,32.1) | (19.1,23.0) |
| Agree | 26.8 | 26.7 | 24.7 | 25.9 | 25.6 | 32.5 | 34.6 |
| | (25.9,27.7) | (25.8,27.6) | (23.2,26.2) | (24.8,27.0) | (23.4,27.9) | (30.1,35.0) | (33.7,35.4) |
| Neither agree nor disagree | 29.0 | 29.0 | 33.4 | 26.0 | 28.7 | 23.4 | 25.9 |
| | (28.2,29.8) | (28.2,29.9) | (32.5,34.3) | (23.4,28.8) | (26.5,30.9) | (22.1,24.7) | (19.8,33.1) |
| Disagree | 9.6 | 9.6 | 8.6 | 10.4 | 10.8 | 9.9 | 13.6 |
| | (9.0,10.3) | (8.9,10.3) | (7.5,9.8) | (9.3,11.7) | (9.7,11.9) | (8.4,11.7) | (11.0,16.6) |
| Strongly disagree | 5.7 | 5.7 | 6.4 | 5.3 | 5.2 | 4.9 | 4.9* |
| | (5.2,6.2) | (5.2,6.2) | (5.6,7.3) | (4.6,6.2) | (4.5,6.0) | (4.1,5.9) | (1.8,12.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63f.2**
*Agreement That There Is Not Much to Be Gained by Member Sticking With Military Career:  By Paygrade and Gender*

63f.  How much do you agree or disagree with the following statements?  There is not much to be gained for me by sticking with a military career

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 716 | 296 | 60 | 43 | 948 | 168 |
| Responding on Item | 45,938 | 28,733 | 5,658 | 5,384 | 73,033 | 12,577 |
| Strongly agree | 29.7 | 28.4 | 29.2 | 26.1 | 29.7 | 24.4 |
| | (28.1,31.3) | (26.6,30.2) | (25.3,33.4) | (23.8,28.7) | (28.5,31.0) | (22.4,26.5) |
| Agree | 24.7 | 28.9 | 32.6 | 27.6 | 26.6 | 27.4 |
| | (23.2,26.2) | (27.7,30.0) | (29.7,35.6) | (25.2,30.1) | (25.6,27.7) | (25.7,29.1) |
| Neither agree nor disagree | 32.2 | 26.7 | 20.5 | 21.8 | 28.5 | 31.8 |
| | (31.1,33.4) | (25.2,28.3) | (17.7,23.7) | (19.1,24.9) | (27.6,29.4) | (29.8,33.9) |
| Disagree | 7.3 | 10.9 | 14.2 | 17.2 | 9.4 | 10.7 |
| | (6.3,8.4) | (10.0,11.9) | (12.1,16.5) | (15.3,19.3) | (8.7,10.2) | (8.9,12.7) |
| Strongly disagree | 6.1 | 5.1 | 3.6 | 7.2 | 5.7 | 5.8 |
| | (5.4,6.9) | (4.5,5.8) | (2.7,4.8) | (5.6,9.3) | (5.2,6.2) | (4.7,7.0) |

**Table 63f.3**

*Agreement That There Is Not Much to Be Gained by Member Sticking With Military Career: By Retirement/Separation*

63f. How much do you agree or disagree with the following statements? There is not much to be gained for me by sticking with a military career

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 19 | 272 | 69 | 383 | 97 | 250 |
| Responding on Item | 3,868 | 17,698 | 4,477 | 23,250 | 6,339 | 29,941 |
| Strongly agree | 21.8 | 35.0 | 23.1 | 30.5 | 22.8 | 27.4 |
| | (18.7,25.3) | (33.0,37.0) | (18.8,28.0) | (28.6,32.3) | (19.3,26.7) | (26.0,28.7) |
| Agree | 25.5 | 24.3 | 29.8 | 27.6 | 25.3 | 27.6 |
| | (22.1,29.1) | (22.7,26.1) | (26.5,33.2) | (25.6,29.8) | (21.8,29.1) | (26.3,29.0) |
| Neither agree nor disagree | 28.9 | 26.3 | 26.7 | 28.6 | 28.9 | 31.2 |
| | (24.4,33.9) | (24.6,28.1) | (21.3,32.9) | (27.0,30.2) | (25.7,32.4) | (29.9,32.5) |
| Disagree | 14.6 | 8.1 | 12.8 | 7.8 | 17.2 | 9.1 |
| | (11.2,18.7) | (7.0,9.4) | (10.4,15.7) | (6.4,9.4) | (14.7,19.9) | (8.3,10.1) |
| Strongly disagree | 9.2 | 6.2 | 7.7 | 5.6 | 5.8 | 4.7 |
| | (7.5,11.4) | (5.4,7.1) | (5.0,11.5) | (4.4,7.1) | (4.4,7.7) | (3.8,5.8) |

**Table 63g.1**
*Agreement With Pride in Service: By Service*

63g. How much do you agree or disagree with the following statements? I am proud to be a member of my Service

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,336 | 1,336 | 757 | 144 | 182 | 252 | | 0 |
| Responding on Item | 85,542 | 84,656 | 36,605 | 19,288 | 11,256 | 17,508 | | 886 |
| Strongly agree | 35.9 | 35.8 | 30.5 | 33.5 | 49.2 | 40.9 | | 42.0 |
| | *(35.0,36.8)* | *(35.0,36.7)* | *(29.6,31.5)* | *(31.4,35.6)* | *(46.3,52.2)* | *(38.4,43.5)* | | *(27.8,57.7)* |
| Agree | 33.3 | 33.2 | 31.0 | 35.5 | 28.4 | 38.4 | | 40.7 |
| | *(32.2,34.4)* | *(32.1,34.3)* | *(29.3,32.7)* | *(32.8,38.3)* | *(25.8,31.2)* | *(36.4,40.4)* | | *(34.6,47.2)* |
| Neither agree nor disagree | 21.4 | 21.5 | 27.1 | 20.6 | 14.8 | 15.1 | | 9.9 |
| | *(20.4,22.3)* | *(20.5,22.5)* | *(25.6,28.6)* | *(18.4,23.0)* | *(12.8,17.1)* | *(13.3,17.0)* | | *(6.1,15.5)* |
| Disagree | 4.4 | 4.5 | 5.1 | 5.5 | 3.3 | 2.7 | | 0.0 |
| | *(3.9,5.0)* | *(3.9,5.1)* | *(4.2,6.2)* | *(4.1,7.2)* | *(2.5,4.3)* | *(2.0,3.8)* | | *(N/A,N/A)* |
| Strongly disagree | 5.0 | 5.0 | 6.3 | 4.9 | 4.2 | 2.9 | | 7.4* |
| | *(4.5,5.6)* | *(4.5,5.6)* | *(5.3,7.4)* | *(3.9,6.1)* | *(3.5,5.1)* | *(2.2,3.8)* | | *(3.9,13.5)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 63g.2**
*Agreement With Pride in Service: By Paygrade and Gender*

63g.  How much do you agree or disagree with the following statements?  I am proud to be a member of my Service

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 882 | 331 | 89 | 34 | | 1,138 | 197 |
| Responding on Item | 45,772 | 28,698 | 5,629 | 5,393 | | 72,843 | 12,548 |
| Strongly agree | 25.1 | 44.6 | 53.3 | 63.0 | | 36.8 | 31.2 |
| | *(24.1,26.2)* | *(43.1,46.1)* | *(50.2,56.3)* | *(59.1,66.7)* | | *(35.7,37.8)* | *(29.1,33.4)* |
| Agree | 31.6 | 36.2 | 35.6 | 30.5 | | 33.0 | 34.4 |
| | *(29.8,33.4)* | *(34.7,37.6)* | *(32.6,38.7)* | *(27.2,34.0)* | | *(31.8,34.4)* | *(32.6,36.2)* |
| Neither agree nor disagree | 29.8 | 13.8 | 8.3 | 3.3 | | 20.8 | 24.8 |
| | *(28.2,31.5)* | *(12.8,14.9)* | *(6.9,9.9)* | *(2.6,4.3)* | | *(19.8,21.8)* | *(22.9,26.9)* |
| Disagree | 5.8 | 3.0 | 1.9 | 2.0* | | 4.5 | 4.0 |
| | *(4.9,6.9)* | *(2.5,3.6)* | *(1.2,3.0)* | *(0.8,4.6)* | | *(3.9,5.2)* | *(3.2,5.1)* |
| Strongly disagree | 7.6 | 2.4 | 0.9* | 1.2* | | 4.9 | 5.5 |
| | *(6.7,8.7)* | *(1.9,3.0)* | *(0.4,2.1)* | *(0.7,2.3)* | | *(4.3,5.6)* | *(4.6,6.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63g.3**
*Agreement With Pride in Service: By Retirement/Separation*

63g. How much do you agree or disagree with the following statements? I am proud to be a member of my Service

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 32 | 269 | 53 | 530 | 83 | 343 |
| Responding on Item | 3,855 | 17,701 | 4,493 | 23,103 | 6,353 | 29,848 |
| Strongly agree | 62.4 | 36.5 | 54.1 | 26.8 | 53.9 | 32.6 |
| | (58.4,66.3) | (34.3,38.9) | (50.2,58.0) | (25.2,28.4) | (51.4,56.4) | (31.2,34.1) |
| Agree | 26.8 | 28.7 | 34.5 | 33.0 | 35.7 | 36.3 |
| | (23.5,30.3) | (26.2,31.4) | (30.8,38.4) | (30.8,35.3) | (32.5,39.1) | (35.1,37.6) |
| Neither agree nor disagree | 8.5 | 23.1 | 7.5 | 28.1 | 7.5 | 21.8 |
| | (6.2,11.5) | (20.8,25.6) | (6.0,9.4) | (25.3,31.0) | (4.8,11.5) | (20.6,23.1) |
| Disagree | 1.3* | 5.2 | 2.0* | 5.3 | 1.3 | 4.7 |
| | (0.6,2.6) | (4.1,6.5) | (0.9,4.5) | (4.1,6.7) | (0.8,2.3) | (3.8,5.9) |
| Strongly disagree | 1.0* | 6.4 | 1.8 | 6.9 | 1.5* | 4.5 |
| | (0.4,2.4) | (5.2,7.9) | (1.2,2.7) | (5.6,8.4) | (0.7,3.2) | (3.9,5.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63h.1**
*Agreement That Member's Values Are Similar to Service Values: By Service*

63h. How much do you agree or disagree with the following statements? I find that my values and the values of my Service are very similar

| | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,092 | 1,092 | 645 | 121 | 118 | 208 | | 0 |
| Responding on Item | 85,786 | 84,900 | 36,717 | 19,311 | 11,320 | 17,552 | | 886 |
| Strongly agree | 21.0 | 21.0 | 17.9 | 17.7 | 28.2 | 26.3 | | 23.5* |
| | (20.2,21.8) | (20.2,21.7) | (17.2,18.6) | (16.1,19.4) | (25.9,30.7) | (23.9,28.8) | | (10.6,44.1) |
| Agree | 31.5 | 31.4 | 29.4 | 31.1 | 31.4 | 35.8 | | 39.5 |
| | (30.7,32.2) | (30.6,32.1) | (28.5,30.3) | (29.7,32.5) | (29.0,33.9) | (33.5,38.1) | | (27.1,53.5) |
| Neither agree nor disagree | 28.6 | 28.7 | 32.2 | 29.0 | 24.2 | 24.2 | | 18.5 |
| | (27.8,29.5) | (27.9,29.6) | (31.4,33.0) | (26.9,31.1) | (22.7,25.8) | (21.6,26.9) | | (12.0,27.4) |
| Disagree | 11.0 | 11.1 | 11.4 | 13.9 | 9.4 | 8.4 | | 6.2 |
| | (10.3,11.9) | (10.3,11.9) | (10.9,12.0) | (11.5,16.7) | (7.9,11.0) | (6.7,10.5) | | (4.3,8.9) |
| Strongly disagree | 7.9 | 7.8 | 9.0 | 8.4 | 6.8 | 5.4 | | 12.3* |
| | (7.3,8.5) | (7.3,8.4) | (8.1,10.1) | (7.4,9.4) | (5.7,8.0) | (4.3,6.8) | | (5.7,24.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63h.2**

*Agreement That Member's Values Are Similar to Service Values: By Paygrade and Gender*

63h. How much do you agree or disagree with the following statements? I find that my values and the values of my Service are very similar

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 738 | 284 | 55 | 17 | 923 | 169 |
| Responding on Item | 45,916 | 28,745 | 5,663 | 5,410 | 73,058 | 12,576 |
| Strongly agree | 13.2 | 26.5 | 35.6 | 43.0 | 21.2 | 19.8 |
| | *(12.3,14.1)* | *(25.3,27.7)* | *(32.0,39.5)* | *(39.2,46.9)* | *(20.4,22.1)* | *(17.4,22.4)* |
| Agree | 26.8 | 36.4 | 37.7 | 39.1 | 31.5 | 31.3 |
| | *(25.9,27.7)* | *(34.9,37.9)* | *(33.7,41.8)* | *(36.2,42.1)* | *(30.6,32.3)* | *(29.3,33.3)* |
| Neither agree nor disagree | 36.3 | 22.9 | 14.2 | 9.8 | 28.4 | 29.9 |
| | *(35.0,37.6)* | *(21.8,23.9)* | *(11.7,17.1)* | *(7.1,13.3)* | *(27.5,29.2)* | *(27.7,32.1)* |
| Disagree | 13.0 | 9.3 | 8.6 | 5.7 | 11.2 | 10.4 |
| | *(11.9,14.3)* | *(8.2,10.5)* | *(6.9,10.7)* | *(3.4,9.5)* | *(10.3,12.1)* | *(9.1,11.9)* |
| Strongly disagree | 10.8 | 5.0 | 3.9 | 2.4 | 7.7 | 8.7 |
| | *(9.9,11.8)* | *(4.4,5.8)* | *(2.9,5.2)* | *(1.4,4.0)* | *(7.1,8.4)* | *(7.3,10.2)* |

**Table 63h.3**
*Agreement That Member's Values Are Similar to Service Values: By Retirement/Separation*

63h. How much do you agree or disagree with the following statements? I find that my values and the values of my Service are very similar

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 10 | 235 | 39 | 438 | 101 | 243 |
| Responding on Item | 3,877 | 17,735 | 4,507 | 23,195 | 6,335 | 29,948 |
| Strongly agree | 46.1 | 21.8 | 36.4 | 14.6 | 35.6 | 16.8 |
| | *(40.4,51.9)* | *(20.1,23.7)* | *(32.7,40.2)* | *(13.1,16.1)* | *(33.4,38.0)* | *(15.7,18.0)* |
| Agree | 29.6 | 28.8 | 41.0 | 28.5 | 37.9 | 32.6 |
| | *(24.1,35.7)* | *(26.8,30.8)* | *(37.5,44.6)* | *(27.1,29.9)* | *(34.3,41.7)* | *(31.1,34.2)* |
| Neither agree nor disagree | 15.3 | 27.4 | 14.6 | 35.1 | 14.8 | 31.2 |
| | *(11.3,20.5)* | *(24.5,30.4)* | *(11.0,19.2)* | *(33.4,36.9)* | *(12.6,17.3)* | *(29.5,33.0)* |
| Disagree | 5.8 | 11.7 | 4.5 | 12.9 | 8.6 | 11.4 |
| | *(4.5,7.3)* | *(10.3,13.2)* | *(2.7,7.4)* | *(11.8,14.2)* | *(5.7,12.8)* | *(10.1,12.9)* |
| Strongly disagree | 3.2* | 10.3 | 3.5 | 8.9 | 3.1 | 7.9 |
| | *(1.8,5.7)* | *(8.4,12.6)* | *(2.1,5.8)* | *(7.5,10.5)* | *(1.9,4.9)* | *(6.9,9.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63i.1**
*Agreement That Member's Service Inspires Member to Do Best Job:  By Service*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,176 | 1,176 | 661 | 100 | 152 | 262 | 0 |
| Responding on Item | 85,702 | 84,816 | 36,701 | 19,332 | 11,286 | 17,498 | 886 |
| Strongly agree | 20.4 | 20.4 | 18.8 | 16.3 | 29.0 | 22.6 | 19.8 |
| | (19.6,21.2) | (19.6,21.2) | (17.5,20.2) | (15.3,17.3) | (26.1,32.2) | (21.0,24.3) | (15.0,25.6) |
| Agree | 30.7 | 30.6 | 28.8 | 31.2 | 31.7 | 33.1 | 33.3 |
| | (30.0,31.4) | (29.9,31.3) | (27.9,29.8) | (29.9,32.6) | (29.4,34.1) | (31.2,34.9) | (25.8,41.8) |
| Neither agree nor disagree | 32.0 | 32.1 | 34.8 | 32.5 | 25.4 | 30.1 | 24.7 |
| | (31.1,32.8) | (31.2,32.9) | (33.4,36.2) | (31.2,33.7) | (23.3,27.6) | (27.9,32.4) | (20.7,29.2) |
| Disagree | 10.5 | 10.4 | 10.5 | 12.4 | 8.5 | 9.5 | 12.3 |
| | (10.0,10.9) | (10.0,10.9) | (9.9,11.0) | (11.5,13.4) | (7.7,9.3) | (8.2,11.0) | (12.0,12.7) |
| Strongly disagree | 6.5 | 6.5 | 7.0 | 7.6 | 5.4 | 4.7 | 9.9* |
| | (6.0,7.0) | (6.0,7.0) | (6.4,7.8) | (6.4,8.9) | (4.4,6.6) | (3.8,5.9) | (3.8,23.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63i.2**

*Agreement That Member's Service Inspires Member to Do Best Job:  By Paygrade and Gender*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 771 | 321 | 57 | 28 | 954 | 222 |
| Responding on Item | 45,883 | 28,708 | 5,661 | 5,399 | 73,027 | 12,523 |
| Strongly agree | 14.4 | 26.1 | 25.7 | 35.0 | 20.7 | 18.5 |
| | (13.3,15.6) | (25.1,27.2) | (21.9,29.8) | (32.5,37.6) | (19.8,21.7) | (16.5,20.8) |
| Agree | 26.7 | 34.5 | 37.4 | 36.9 | 30.7 | 30.5 |
| | (25.9,27.5) | (33.1,35.9) | (34.4,40.5) | (33.7,40.3) | (29.9,31.5) | (28.5,32.6) |
| Neither agree nor disagree | 37.8 | 26.9 | 22.9 | 19.2 | 31.6 | 34.1 |
| | (36.4,39.2) | (25.6,28.2) | (20.2,25.9) | (17.0,21.6) | (30.7,32.5) | (31.9,36.5) |
| Disagree | 12.1 | 8.4 | 10.7 | 6.9 | 10.5 | 10.1 |
| | (11.4,12.8) | (7.6,9.4) | (9.3,12.3) | (5.0,9.4) | (10.0,11.0) | (8.9,11.4) |
| Strongly disagree | 9.0 | 4.0 | 3.4 | 2.0 | 6.5 | 6.7 |
| | (8.2,9.9) | (3.4,4.7) | (2.3,4.9) | (1.4,2.8) | (6.0,7.0) | (5.5,8.2) |

**Table 63i.3**

*Agreement That Member's Service Inspires Member to Do Best Job:  By Retirement/Separation*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 38 | 320 | 41 | 366 | 78 | 282 |
| Responding on Item | 3,849 | 17,650 | 4,505 | 23,267 | 6,358 | 29,909 |
| Strongly agree | 41.1 | 22.4 | 34.7 | 15.1 | 31.3 | 16.1 |
| | (36.6,45.8) | (20.6,24.2) | (31.3,38.2) | (13.8,16.5) | (29.5,33.2) | (14.8,17.5) |
| Agree | 34.6 | 26.1 | 37.7 | 28.0 | 38.6 | 32.2 |
| | (31.5,37.9) | (24.0,28.4) | (34.5,41.0) | (26.3,29.8) | (35.6,41.6) | (30.9,33.5) |
| Neither agree nor disagree | 17.9 | 30.5 | 20.6 | 37.4 | 22.5 | 34.1 |
| | (14.7,21.7) | (28.2,33.0) | (17.6,24.0) | (35.7,39.1) | (19.9,25.4) | (32.5,35.7) |
| Disagree | 3.9 | 11.9 | 4.0 | 12.2 | 5.6 | 11.1 |
| | (2.4,6.4) | (10.8,13.2) | (2.8,5.6) | (11.2,13.3) | (4.0,7.7) | (10.5,11.8) |
| Strongly disagree | 2.4 | 9.0 | 3.1 | 7.2 | 2.0* | 6.4 |
| | (1.4,4.0) | (7.5,10.8) | (2.1,4.4) | (6.2,8.4) | (1.0,4.0) | (5.4,7.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63j.1**
*Agreement That Service's Evaluation/Selection System Is Effective in Promoting the Best:  By Service*

63j.  How much do you agree or disagree with the following statements?  My Service's evaluation/selection system is effective in promoting its best members

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable Not Responding on Item | 1,259 | 1,237 | 659 | 158 | 173 | 247 | | 22 |
| Responding on Item | 85,619 | 84,755 | 36,703 | 19,274 | 11,265 | 17,513 | | 864 |
| Strongly agree | 4.9 | 4.9 | 5.3 | 3.6 | 7.0 | 4.2 | | 2.5* |
| | (4.5,5.3) | (4.5,5.4) | (4.7,6.0) | (2.8,4.5) | (6.0,8.3) | (3.5,5.1) | | (0.4,13.2) |
| Agree | 15.1 | 15.1 | 14.9 | 14.2 | 16.6 | 15.6 | | 19.0 |
| | (14.3,16.0) | (14.2,16.0) | (13.3,16.5) | (12.5,16.0) | (15.1,18.2) | (14.0,17.4) | | (12.3,28.1) |
| Neither agree nor disagree | 28.3 | 28.4 | 32.5 | 27.6 | 26.5 | 22.0 | | 16.5* |
| | (27.4,29.3) | (27.5,29.4) | (30.9,34.2) | (25.8,29.4) | (24.0,29.3) | (20.3,23.8) | | (7.7,31.6) |
| Disagree | 24.5 | 24.4 | 21.5 | 25.2 | 25.6 | 29.2 | | 31.6* |
| | (23.0,26.1) | (23.0,26.0) | (19.0,24.2) | (22.1,28.6) | (23.9,27.3) | (26.1,32.5) | | (15.0,54.9) |
| Strongly disagree | 27.1 | 27.1 | 25.8 | 29.5 | 24.3 | 28.9 | | 30.4* |
| | (26.1,28.1) | (26.1,28.0) | (24.8,26.9) | (27.5,31.5) | (22.6,26.1) | (25.8,32.3) | | (10.2,62.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63j.2**
*Agreement That Service's Evaluation/Selection System Is Effective in Promoting the Best:  By Paygrade and Gender*

63j.  How much do you agree or disagree with the following statements?  My Service's evaluation/selection system is effective in promoting its best members

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 832 | 353 | 61 | 14 | 1,057 | 202 |
| Responding on Item | 45,822 | 28,676 | 5,657 | 5,413 | 72,924 | 12,543 |
| Strongly agree | 4.7 | 5.5 | 2.8 | 5.6 | 5.1 | 4.0 |
| | (4.2,5.3) | (4.9,6.2) | (1.8,4.5) | (4.1,7.6) | (4.6,5.5) | (3.2,5.1) |
| Agree | 13.9 | 15.0 | 14.7 | 26.7 | 15.3 | 14.2 |
| | (12.6,15.3) | (14.0,16.0) | (12.6,17.0) | (21.5,32.6) | (14.3,16.3) | (12.3,16.2) |
| Neither agree nor disagree | 34.9 | 21.1 | 20.0 | 19.3 | 27.8 | 31.6 |
| | (33.4,36.4) | (20.1,22.2) | (17.0,23.3) | (15.0,24.5) | (26.8,28.8) | (29.5,33.8) |
| Disagree | 20.8 | 28.5 | 32.0 | 26.9 | 24.3 | 25.9 |
| | (18.5,23.3) | (26.7,30.2) | (28.6,35.7) | (22.1,32.2) | (22.6,26.0) | (24.1,27.7) |
| Strongly disagree | 25.6 | 29.9 | 30.5 | 21.5 | 27.6 | 24.3 |
| | (24.5,26.8) | (28.0,31.9) | (26.8,34.5) | (18.0,25.6) | (26.5,28.7) | (22.5,26.2) |

**Table 63j.3**

*Agreement That Service's Evaluation/Selection System Is Effective in Promoting the Best:  By Retirement/Separation*

63j.  How much do you agree or disagree with the following statements?  My Service's evaluation/selection system is effective in promoting its best members

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 9 | 320 | 40 | 482 | 91 | 291 |
| Responding on Item | 3,878 | 17,650 | 4,506 | 23,151 | 6,345 | 29,900 |
| Strongly agree | 8.7 | 4.6 | 5.8 | 5.9 | 5.6 | 3.6 |
| | (5.6,13.4) | (3.9,5.3) | (4.0,8.4) | (5.2,6.7) | (4.1,7.6) | (2.9,4.4) |
| Agree | 19.1 | 10.6 | 27.9 | 14.9 | 18.9 | 14.6 |
| | (15.6,23.2) | (9.2,12.2) | (21.9,34.9) | (13.6,16.4) | (16.5,21.7) | (13.3,16.0) |
| Neither agree nor disagree | 23.0 | 25.0 | 17.0 | 33.6 | 19.2 | 30.5 |
| | (18.7,27.9) | (23.0,27.1) | (14.6,19.9) | (31.6,35.6) | (15.3,23.9) | (28.4,32.8) |
| Disagree | 24.3 | 24.7 | 27.5 | 23.1 | 27.5 | 24.5 |
| | (18.9,30.7) | (22.4,27.1) | (21.8,34.2) | (20.9,25.5) | (24.6,30.6) | (22.3,26.9) |
| Strongly disagree | 24.8 | 35.1 | 21.7 | 22.5 | 28.7 | 26.8 |
| | (19.9,30.5) | (31.9,38.5) | (18.1,25.7) | (21.1,24.0) | (24.7,33.2) | (25.0,28.6) |

**Table 63k.1**
*Agreement That Member Will Be Promoted in Accordance With Ability and Effort:  By Service*

63k.  How much do you agree or disagree with the following statements?  If I stayed in the Service, I would be promoted as high as my ability and effort would warrant

|  | Total | DoD | | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|---|
|  |  | **Total** | **Army** | **Navy** | **Marine Corps** | **Air Force** |  |  |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,230 | 1,219 | 656 | 130 | 160 | 272 | | 11 |
| Responding on Item | 85,648 | 84,773 | 36,706 | 19,302 | 11,278 | 17,488 | | 875 |
| Strongly agree | 18.4 | 18.3 | 18.9 | 14.9 | 23.2 | 17.9 | | 23.8 |
|  | (17.6,19.2) | (17.5,19.2) | (17.7,20.1) | (13.1,16.8) | (20.9,25.7) | (16.2,19.8) | | (22.5,25.1) |
| Agree | 26.1 | 26.0 | 25.9 | 22.3 | 27.9 | 29.0 | | 40.0 |
|  | (25.2,27.1) | (25.0,27.0) | (24.5,27.4) | (20.3,24.5) | (25.5,30.5) | (26.9,31.1) | | (38.0,42.0) |
| Neither agree nor disagree | 25.7 | 25.8 | 28.6 | 26.0 | 24.8 | 20.5 | | 18.8 |
|  | (25.0,26.5) | (25.1,26.6) | (27.5,29.7) | (24.3,27.7) | (22.9,26.8) | (19.0,22.1) | | (15.6,22.4) |
| Disagree | 15.1 | 15.2 | 13.3 | 18.2 | 12.8 | 17.4 | | 8.8* |
|  | (14.4,15.9) | (14.4,16.0) | (12.1,14.6) | (16.6,20.0) | (11.4,14.2) | (15.8,19.1) | | (3.6,19.8) |
| Strongly disagree | 14.6 | 14.7 | 13.4 | 18.6 | 11.3 | 15.2 | | 8.8* |
|  | (13.8,15.5) | (13.9,15.5) | (12.3,14.6) | (17.2,20.0) | (9.8,12.9) | (12.8,18.0) | | (2.4,27.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63k.2**

*Agreement That Member Will Be Promoted in Accordance With Ability and Effort:  By Paygrade and Gender*

63k.  How much do you agree or disagree with the following statements?  If I stayed in the Service, I would be promoted as high as my ability and effort would warrant

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 809 | 311 | 64 | 47 | 1,015 | 209 |
| Responding on Item | 45,845 | 28,718 | 5,654 | 5,380 | 72,966 | 12,536 |
| Strongly agree | 16.4 | 21.4 | 22.3 | 15.4 | 18.1 | 19.9 |
| | (15.2,17.6) | (20.5,22.4) | (19.7,25.1) | (12.3,19.1) | (17.2,19.1) | (18.1,21.9) |
| Agree | 25.1 | 26.5 | 31.1 | 27.5 | 25.7 | 28.5 |
| | (23.8,26.5) | (24.9,28.1) | (29.3,33.0) | (24.1,31.2) | (24.7,26.8) | (26.5,30.6) |
| Neither agree nor disagree | 31.2 | 20.2 | 18.6 | 16.0 | 25.8 | 25.2 |
| | (30.3,32.3) | (18.9,21.5) | (16.3,21.1) | (13.0,19.5) | (25.0,26.7) | (23.5,27.1) |
| Disagree | 13.9 | 15.1 | 16.0 | 24.7 | 15.2 | 14.7 |
| | (12.7,15.1) | (14.2,16.2) | (12.9,19.6) | (23.0,26.5) | (14.4,16.0) | (13.1,16.4) |
| Strongly disagree | 13.4 | 16.8 | 12.0 | 16.4 | 15.1 | 11.6 |
| | (12.3,14.5) | (15.2,18.5) | (10.0,14.2) | (14.0,19.0) | (14.2,16.1) | (10.4,12.9) |

**Table 63k.3**
*Agreement That Member Will Be Promoted in Accordance With Ability and Effort:  By Retirement/Separation*

63k.  How much do you agree or disagree with the following statements?  If I stayed in the Service, I would be promoted as high as my ability and effort would warrant

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 18 | 366 | 54 | 408 | 92 | 265 |
| Responding on Item | 3,869 | 17,604 | 4,492 | 23,225 | 6,344 | 29,926 |
| Strongly agree | 20.4 | 20.4 | 17.1 | 18.7 | 13.6 | 17.9 |
| | (16.9,24.3) | (18.7,22.1) | (13.2,21.8) | (17.5,20.0) | (11.4,16.2) | (16.6,19.3) |
| Agree | 20.6 | 22.1 | 28.0 | 26.7 | 26.4 | 28.4 |
| | (17.3,24.5) | (20.1,24.2) | (24.4,31.8) | (24.6,28.9) | (21.5,32.0) | (26.3,30.5) |
| Neither agree nor disagree | 18.3 | 24.7 | 18.3 | 29.7 | 19.1 | 26.8 |
| | (14.3,23.2) | (23.3,26.2) | (14.5,22.8) | (27.2,32.3) | (16.0,22.7) | (25.0,28.6) |
| Disagree | 21.9 | 14.6 | 17.7 | 13.0 | 18.0 | 15.2 |
| | (18.7,25.3) | (13.0,16.3) | (15.6,20.1) | (11.6,14.6) | (14.9,21.6) | (13.7,16.8) |
| Strongly disagree | 18.8 | 18.2 | 19.0 | 11.9 | 22.9 | 11.7 |
| | (14.2,24.5) | (16.2,20.5) | (16.0,22.3) | (10.4,13.5) | (19.2,27.1) | (10.4,13.2) |

**Table 631.1**
*Agreement That NCOs/Petty Officers in Member's Unit Were Good Support for Enlisted Personnel:  By Service*

631.  How much do you agree or disagree with the following statements?  The NCOs/Petty Officers in my unit were a good source of support for enlisted personnel

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,210 | 1,210 | 666 | 150 | 150 | 244 | | 0 |
| Responding on Item | 85,668 | 84,782 | 36,696 | 19,282 | 11,288 | 17,516 | | 886 |
| Strongly agree | 8.8 | 8.7 | 8.2 | 7.6 | 11.6 | 9.4 | | 9.9 |
| | (8.3,9.3) | (8.3,9.3) | (7.6,8.8) | (6.8,8.5) | (10.2,13.1) | (8.0,11.2) | | (9.6,10.1) |
| Agree | 31.1 | 30.9 | 25.9 | 33.1 | 35.5 | 36.2 | | 43.2 |
| | (30.0,32.1) | (29.9,32.0) | (24.3,27.5) | (30.7,35.7) | (33.8,37.2) | (33.4,39.0) | | (41.8,44.6) |
| Neither agree nor disagree | 31.4 | 31.6 | 33.3 | 33.3 | 29.1 | 27.7 | | 19.8* |
| | (30.4,32.5) | (30.6,32.6) | (31.5,35.1) | (31.7,34.9) | (27.2,31.0) | (25.6,29.9) | | (8.9,38.2) |
| Disagree | 15.5 | 15.5 | 16.1 | 15.1 | 13.5 | 15.8 | | 16.0 |
| | (14.8,16.2) | (14.8,16.2) | (15.2,17.0) | (13.8,16.6) | (12.1,15.0) | (14.0,17.7) | | (14.1,18.2) |
| Strongly disagree | 13.2 | 13.3 | 16.6 | 10.9 | 10.4 | 10.9 | | 11.1* |
| | (12.5,14.0) | (12.5,14.0) | (15.2,18.0) | (9.9,12.0) | (9.3,11.5) | (9.4,12.6) | | (3.8,28.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63l.2**

*Agreement That NCOs/Petty Officers in Member's Unit Were Good Support for Enlisted Personnel:  By Paygrade and Gender*

63l.  How much do you agree or disagree with the following statements?  The NCOs/Petty Officers in my unit were a good source of support for enlisted personnel

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 775 | 301 | 81 | 54 | 1,028 | 182 |
| Responding on Item | 45,879 | 28,728 | 5,637 | 5,373 | 72,953 | 12,563 |
| Strongly agree | 6.3 | 10.1 | 14.5 | 16.7 | 9.0 | 7.3 |
| | *(5.7,7.0)* | *(9.3,11.0)* | *(12.2,17.2)* | *(14.1,19.6)* | *(8.5,9.6)* | *(6.0,8.9)* |
| Agree | 22.4 | 36.7 | 48.1 | 57.1 | 32.0 | 25.6 |
| | *(21.0,23.9)* | *(34.9,38.5)* | *(45.8,50.5)* | *(54.7,59.4)* | *(30.8,33.2)* | *(23.7,27.5)* |
| Neither agree nor disagree | 35.1 | 29.7 | 22.0 | 19.4 | 31.7 | 29.7 |
| | *(33.5,36.7)* | *(28.6,30.8)* | *(18.7,25.8)* | *(16.2,23.0)* | *(30.6,32.9)* | *(27.9,31.6)* |
| Disagree | 17.7 | 14.5 | 11.7 | 5.5 | 14.6 | 20.4 |
| | *(16.8,18.7)* | *(13.4,15.6)* | *(9.5,14.3)* | *(4.1,7.4)* | *(14.0,15.3)* | *(18.5,22.5)* |
| Strongly disagree | 18.5 | 9.0 | 3.7 | 1.4 | 12.6 | 16.9 |
| | *(17.2,19.8)* | *(8.2,10.0)* | *(2.7,5.0)* | *(0.8,2.4)* | *(11.8,13.5)* | *(15.5,18.4)* |

**Table 631.3**

*Agreement That NCOs/Petty Officers in Member's Unit Were Good Support for Enlisted Personnel:  By Retirement/Separation*

631.  How much do you agree or disagree with the following statements?  The NCOs/Petty Officers in my unit were a good source of support for enlisted personnel

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 18 | 300 | 44 | 426 | 111 | 286 |
| Responding on Item | 3,869 | 17,670 | 4,502 | 23,207 | 6,325 | 29,905 |
| Strongly agree | 17.9 | 7.6 | 12.5 | 8.7 | 11.5 | 7.0 |
| | *(13.9,22.8)* | *(6.6,8.8)* | *(9.6,16.2)* | *(7.5,10.1)* | *(9.5,13.9)* | *(6.2,8.0)* |
| Agree | 44.0 | 24.5 | 49.6 | 27.8 | 49.9 | 29.2 |
| | *(39.3,48.8)* | *(23.0,26.2)* | *(45.8,53.4)* | *(26.1,29.4)* | *(43.7,56.0)* | *(27.6,30.8)* |
| Neither agree nor disagree | 23.8 | 29.8 | 22.8 | 34.8 | 24.4 | 33.5 |
| | *(19.6,28.5)* | *(27.2,32.5)* | *(18.9,27.1)* | *(33.0,36.7)* | *(20.5,28.7)* | *(32.2,34.9)* |
| Disagree | 9.0 | 18.0 | 9.0 | 15.6 | 9.0 | 17.1 |
| | *(6.6,12.0)* | *(16.4,19.8)* | *(6.5,12.3)* | *(14.4,17.0)* | *(6.7,11.9)* | *(15.8,18.4)* |
| Strongly disagree | 5.4 | 20.0 | 6.1 | 13.1 | 5.3 | 13.1 |
| | *(3.9,7.3)* | *(17.9,22.3)* | *(3.8,9.8)* | *(11.6,14.8)* | *(3.0,8.9)* | *(11.9,14.5)* |

**Table 63m.1**
*Agreement That Leaders in Unit Treated Members With Respect: By Service*

63m. How much do you agree or disagree with the following statements? Leaders in the unit treated members with respect

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,167 | 1,167 | 632 | 122 | 160 | 254 | 0 |
| Responding on Item | 85,711 | 84,825 | 36,730 | 19,310 | 11,278 | 17,506 | 886 |
| Strongly agree | 8.9 | 8.8 | 7.9 | 7.6 | 11.4 | 10.3 | 13.6* |
| | (8.3,9.4) | (8.3,9.3) | (7.3,8.6) | (6.5,9.0) | (10.3,12.7) | (9.0,11.7) | (5.3,30.4) |
| Agree | 27.4 | 27.4 | 23.1 | 30.3 | 27.7 | 32.8 | 33.3 |
| | (26.5,28.4) | (26.4,28.3) | (21.6,24.7) | (28.7,32.1) | (26.5,28.9) | (30.2,35.5) | (27.2,40.1) |
| Neither agree nor disagree | 28.9 | 29.0 | 31.6 | 27.9 | 28.6 | 24.8 | 24.7 |
| | (28.1,29.8) | (28.1,29.8) | (30.5,32.8) | (26.1,29.8) | (26.9,30.4) | (22.7,27.1) | (24.1,25.3) |
| Disagree | 17.7 | 17.7 | 17.4 | 18.8 | 18.7 | 16.7 | 14.8 |
| | (16.7,18.7) | (16.7,18.8) | (16.1,18.7) | (15.9,22.0) | (17.4,20.0) | (14.5,19.2) | (10.3,20.8) |
| Strongly disagree | 17.1 | 17.1 | 20.0 | 15.3 | 13.6 | 15.3 | 13.6* |
| | (16.3,17.9) | (16.3,18.0) | (18.8,21.2) | (14.0,16.7) | (12.3,15.0) | (12.9,18.1) | (5.6,29.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 63m.2**
*Agreement That Leaders in Unit Treated Members With Respect:  By Paygrade and Gender*

63m.  How much do you agree or disagree with the following statements?  Leaders in the unit treated members with respect

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 778 | 295 | 81 | 14 | | 1,000 | 167 |
| Responding on Item | 45,876 | 28,734 | 5,637 | 5,413 | | 72,981 | 12,578 |
| Strongly agree | 6.1 | 9.2 | 16.8 | 21.4 | | 9.3 | 6.4 |
| | *(5.4,6.9)* | *(8.5,10.0)* | *(14.3,19.7)* | *(19.3,23.7)* | | *(8.7,9.9)* | *(5.5,7.5)* |
| Agree | 19.0 | 33.2 | 43.6 | 51.6 | | 28.0 | 23.8 |
| | *(17.7,20.4)* | *(31.5,35.0)* | *(41.1,46.1)* | *(48.4,54.7)* | | *(27.0,29.1)* | *(21.8,25.9)* |
| Neither agree nor disagree | 32.6 | 27.8 | 18.5 | 15.1 | | 29.1 | 28.2 |
| | *(31.3,33.9)* | *(26.6,29.0)* | *(16.6,20.5)* | *(12.3,18.3)* | | *(28.1,30.0)* | *(26.2,30.4)* |
| Disagree | 19.6 | 17.4 | 13.5 | 8.1 | | 17.2 | 20.9 |
| | *(18.0,21.2)* | *(16.2,18.7)* | *(11.2,16.1)* | *(6.0,10.8)* | | *(16.1,18.3)* | *(19.1,22.8)* |
| Strongly disagree | 22.7 | 12.4 | 7.7 | 3.9 | | 16.5 | 20.7 |
| | *(21.4,24.1)* | *(11.4,13.4)* | *(5.8,10.1)* | *(2.8,5.4)* | | *(15.6,17.4)* | *(18.5,23.0)* |

**Table 63m.3**
*Agreement That Leaders in Unit Treated Members With Respect:  By Retirement/Separation*

63m.  How much do you agree or disagree with the following statements?  Leaders in the unit treated members with respect

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 10 | 290 | 39 | 443 | 79 | 254 |
| Responding on Item | 3,877 | 17,680 | 4,507 | 23,190 | 6,357 | 29,937 |
| Strongly agree | 17.7 | 7.0 | 14.7 | 8.2 | 13.9 | 7.3 |
| | (14.2,21.8) | (6.1,8.0) | (11.9,17.9) | (6.8,9.9) | (12.0,16.1) | (6.5,8.3) |
| Agree | 43.2 | 20.8 | 47.5 | 25.5 | 45.2 | 24.1 |
| | (39.6,46.9) | (19.3,22.3) | (43.4,51.5) | (23.3,27.7) | (39.9,50.7) | (22.9,25.4) |
| Neither agree nor disagree | 20.6 | 27.0 | 19.2 | 32.0 | 23.9 | 31.3 |
| | (17.2,24.5) | (24.7,29.3) | (16.1,22.8) | (30.3,33.7) | (20.2,28.2) | (29.8,32.9) |
| Disagree | 9.6 | 20.7 | 10.1 | 17.9 | 10.0 | 19.7 |
| | (7.8,11.8) | (18.9,22.5) | (8.0,12.7) | (16.0,20.0) | (7.0,14.0) | (17.7,22.0) |
| Strongly disagree | 8.8 | 24.6 | 8.6 | 16.5 | 6.9 | 17.5 |
| | (6.3,12.3) | (21.9,27.6) | (5.7,12.7) | (15.1,17.9) | (4.1,11.5) | (16.1,19.1) |

**Table 64.1**
*Overall Satisfaction With Military Way of Life: By Service*

64. Now, taking all things together, how satisfied are you with the military way of life?

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 1,745 | 1,723 | 970 | 309 | 203 | 241 | | 22 |
| Responding on Item | 85,133 | 84,269 | 36,392 | 19,123 | 11,235 | 17,519 | | 864 |
| Very satisfied | 6.1 | 6.0 | 4.8 | 4.9 | 6.3 | 9.7 | | 10.1* |
| | (5.6,6.6) | (5.6,6.5) | (4.2,5.5) | (4.4,5.6) | (5.0,7.8) | (8.3,11.3) | | (2.3,35.1) |
| Satisfied | 33.1 | 33.0 | 28.5 | 33.2 | 33.8 | 41.3 | | 44.3 |
| | (32.1,34.1) | (32.0,34.0) | (27.6,29.5) | (30.6,35.9) | (32.2,35.4) | (38.1,44.5) | | (40.2,48.5) |
| Neither satisfied nor dissatisfied | 23.7 | 23.7 | 27.2 | 20.6 | 25.8 | 18.7 | | 17.7 |
| | (22.8,24.6) | (22.8,24.7) | (25.7,28.7) | (19.2,22.0) | (24.1,27.6) | (16.3,21.4) | | (14.3,21.7) |
| Dissatisfied | 25.5 | 25.6 | 26.0 | 29.2 | 23.4 | 22.3 | | 19.0 |
| | (24.5,26.6) | (24.6,26.6) | (24.8,27.2) | (26.5,32.1) | (21.0,25.9) | (20.0,24.8) | | (17.9,20.1) |
| Very dissatisfied | 11.7 | 11.7 | 13.5 | 12.0 | 10.8 | 8.0 | | 8.9* |
| | (11.0,12.4) | (11.0,12.4) | (12.3,14.9) | (11.1,13.1) | (10.1,11.5) | (6.5,9.7) | | (4.1,18.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 64.2**
*Overall Satisfaction With Military Way of Life: By Paygrade and Gender*

64. Now, taking all things together, how satisfied are you with the military way of life?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,106 | 459 | 94 | 90 | 1,407 | 317 |
| Responding on Item | 45,548 | 28,570 | 5,624 | 5,337 | 72,574 | 12,428 |
| Very satisfied | 2.3 | 8.7 | 7.5 | 23.3 | 6.0 | 6.7 |
| | (1.8,2.9) | (7.7,9.7) | (5.4,10.4) | (20.6,26.3) | (5.4,6.6) | (5.4,8.3) |
| Satisfied | 24.3 | 42.1 | 40.9 | 51.3 | 32.6 | 35.7 |
| | (23.2,25.5) | (40.1,44.1) | (37.3,44.5) | (47.7,55.0) | (31.5,33.8) | (33.0,38.4) |
| Neither satisfied nor dissatisfied | 28.1 | 20.3 | 18.6 | 9.8 | 23.7 | 23.2 |
| | (26.5,29.7) | (19.3,21.3) | (16.2,21.3) | (8.3,11.5) | (22.8,24.7) | (20.9,25.7) |
| Dissatisfied | 28.7 | 22.6 | 26.3 | 13.5 | 26.0 | 22.8 |
| | (27.2,30.2) | (20.8,24.5) | (23.1,29.7) | (10.7,17.0) | (25.0,27.1) | (20.8,25.0) |
| Very dissatisfied | 16.7 | 6.4 | 6.7 | 2.0* | 11.6 | 11.6 |
| | (15.5,17.9) | (5.6,7.3) | (5.4,8.4) | (1.1,3.7) | (10.9,12.5) | (10.5,12.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 64.3**
*Overall Satisfaction With Military Way of Life:  By Retirement/Separation*

64.  Now, taking all things together, how satisfied are you with the military way of life?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 57 | 389 | 128 | 530 | 93 | 503 |
| Responding on Item | 3,830 | 17,581 | 4,418 | 23,103 | 6,343 | 29,688 |
| Very satisfied | 23.2 | 3.1 | 20.6 | 3.1 | 18.4 | 3.2 |
| | (18.4,28.9) | (2.5,3.8) | (16.8,25.1) | (2.3,4.2) | (15.9,21.2) | (2.7,3.8) |
| Satisfied | 49.8 | 23.8 | 54.6 | 28.5 | 53.9 | 32.3 |
| | (43.8,55.8) | (22.0,25.8) | (48.7,60.4) | (27.0,30.0) | (50.4,57.4) | (30.5,34.1) |
| Neither satisfied nor dissatisfied | 14.9 | 22.5 | 12.0 | 27.7 | 12.7 | 26.4 |
| | (11.1,19.7) | (21.0,24.2) | (9.5,15.0) | (25.7,29.7) | (9.9,16.1) | (24.7,28.3) |
| Dissatisfied | 10.5 | 31.8 | 9.3 | 27.7 | 13.0 | 27.2 |
| | (6.4,16.5) | (29.7,34.0) | (6.0,14.4) | (26.0,29.4) | (10.6,15.8) | (25.4,29.1) |
| Very dissatisfied | 1.6 | 18.8 | 3.4 | 13.1 | 2.0* | 10.9 |
| | (1.0,2.6) | (16.6,21.1) | (2.1,5.4) | (12.0,14.3) | (0.9,4.1) | (9.8,12.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 65.1**
*Preparation for Leaving the Military: By Service*

65. During the past 6 months, what have you done to prepare for leaving the military?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 865 | 865 | 530 | 92 | 118 | 124 | 0 |
| Responding on Item | 86,013 | 85,127 | 36,832 | 19,340 | 11,320 | 17,636 | 886 |
| Wondered what life might be like as a civilian | 55.0 (53.8,56.2) | 55.0 (53.8,56.2) | 51.7 (50.3,53.2) | 55.4 (53.4,57.5) | 60.0 (57.6,62.4) | 58.1 (54.0,62.1) | 56.8 (55.4,58.2) |
| Discussed leaving and/or civilian opportunities with family or friends | 74.6 (73.4,75.7) | 74.5 (73.3,75.6) | 68.6 (66.5,70.7) | 77.1 (75.0,79.1) | 77.6 (75.7,79.4) | 81.8 (79.4,84.0) | 84.0 (75.9,89.7) |
| Talked about leaving with my immediate supervisor | 52.2 (51.1,53.3) | 52.1 (51.0,53.1) | 45.9 (44.6,47.3) | 54.3 (52.9,55.6) | 53.8 (52.0,55.7) | 61.3 (57.2,65.4) | 63.0 (51.9,72.8) |
| Gathered information on education programs or colleges | 54.2 (52.9,55.4) | 54.2 (52.9,55.4) | 55.0 (53.5,56.5) | 57.0 (53.1,60.8) | 59.9 (58.2,61.6) | 45.6 (42.6,48.7) | 55.6 (51.7,59.3) |
| Gathered information about civilian job options (e.g., read ads, attended job fair) | 72.7 (71.4,73.9) | 72.7 (71.4,73.9) | 68.8 (66.5,71.1) | 75.3 (73.1,77.3) | 76.6 (74.1,78.9) | 75.3 (72.7,77.8) | 74.1 (66.9,80.2) |
| Attended a program that helps people prepare for civilian employment | 61.8 (60.5,63.0) | 61.9 (60.6,63.2) | 59.8 (58.0,61.6) | 68.2 (65.9,70.5) | 64.1 (61.7,66.4) | 58.0 (54.2,61.6) | 46.9 (45.8,48.1) |
| Prepared a resume | 63.4 (62.3,64.5) | 63.4 (62.3,64.5) | 62.7 (61.3,64.2) | 61.9 (59.7,64.0) | 64.6 (62.4,66.8) | 65.8 (62.4,69.1) | 59.3 (47.9,69.7) |
| Applied for a job | 49.8 (48.6,51.1) | 49.8 (48.6,51.1) | 46.4 (44.2,48.6) | 49.6 (47.1,52.2) | 50.1 (47.7,52.5) | 57.0 (54.3,59.5) | 51.9 (28.6,74.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 65.1 (continued)**
*Preparation for Leaving the Military: By Service*

65. During the past 6 months, what have you done to prepare for leaving the military?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 865 | 865 | 530 | 92 | 118 | 124 | 0 |
| Responding on Item | 86,013 | 85,127 | 36,832 | 19,340 | 11,320 | 17,636 | 886 |
| Interviewed for a job | 34.0 | 33.8 | 29.9 | 35.4 | 30.5 | 42.4 | 45.7 |
| | *(33.0,35.0)* | *(32.9,34.8)* | *(28.6,31.3)* | *(33.2,37.7)* | *(28.8,32.4)* | *(39.7,45.2)* | *(37.5,54.1)* |
| Other | 7.1 | 7.0 | 6.1 | 8.0 | 7.1 | 7.9 | 12.3 |
| | *(6.6,7.6)* | *(6.6,7.5)* | *(5.7,6.5)* | *(6.8,9.3)* | *(5.9,8.6)* | *(6.6,9.5)* | *(8.5,17.7)* |
| None of the above | 2.6 | 2.6 | 3.5 | 1.8 | 2.2 | 2.0* | 1.2* |
| | *(2.2,3.1)* | *(2.2,3.1)* | *(2.9,4.1)* | *(1.3,2.4)* | *(1.9,2.6)* | *(0.9,4.2)* | *(0.2,6.7)* |

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 65.2**
*Preparation for Leaving the Military:  By Paygrade and Gender*

65.  During the past 6 months, what have you done to prepare for leaving the military?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 574 | 241 | 33 | 17 | 747 | 117 |
| Responding on Item | 46,080 | 28,788 | 5,685 | 5,410 | 73,234 | 12,628 |
| Wondered what life might be like as a civilian | 52.6 | 58.5 | 56.0 | 56.5 | 55.5 | 52.3 |
| | (50.8,54.3) | (56.5,60.4) | (51.9,60.1) | (52.8,60.1) | (54.3,56.7) | (49.3,55.3) |
| Discussed leaving and/or civilian opportunities with family or friends | 68.2 | 81.4 | 80.8 | 86.2 | 74.2 | 76.5 |
| | (66.2,70.1) | (80.0,82.6) | (78.4,83.1) | (84.0,88.1) | (72.9,75.5) | (74.5,78.4) |
| Talked about leaving with my immediate supervisor | 44.1 | 59.0 | 70.5 | 65.2 | 52.4 | 51.3 |
| | (42.6,45.8) | (57.3,60.6) | (67.4,73.4) | (61.4,68.9) | (51.2,53.5) | (48.3,54.4) |
| Gathered information on education programs or colleges | 58.1 | 54.9 | 40.3 | 31.2 | 53.8 | 56.3 |
| | (56.5,59.8) | (52.2,57.6) | (38.4,42.3) | (28.9,33.6) | (52.4,55.3) | (54.1,58.4) |
| Gathered information about civilian job options (e.g., read ads, attended job fair) | 65.3 | 82.3 | 77.0 | 79.6 | 73.5 | 67.5 |
| | (63.3,67.4) | (81.2,83.3) | (73.8,79.9) | (75.9,82.9) | (72.1,75.0) | (65.6,69.4) |
| Attended a program that helps people prepare for civilian employment | 55.6 | 72.6 | 53.7 | 65.0 | 61.9 | 61.0 |
| | (53.6,57.5) | (71.1,74.1) | (49.3,58.0) | (61.5,68.3) | (60.5,63.3) | (58.5,63.5) |
| Prepared a resume | 52.7 | 74.3 | 81.8 | 77.5 | 64.3 | 58.0 |
| | (51.1,54.2) | (72.5,75.9) | (77.9,85.1) | (74.2,80.4) | (63.2,65.4) | (54.8,61.2) |
| Applied for a job | 38.6 | 60.5 | 66.7 | 71.1 | 51.7 | 39.1 |
| | (36.7,40.5) | (58.7,62.3) | (63.6,69.7) | (65.8,75.8) | (50.2,53.1) | (37.0,41.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 65.2 (continued)**
**Preparation for Leaving the Military: By Paygrade and Gender**

65. During the past 6 months, what have you done to prepare for leaving the military?

*Mark all that apply.*

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 574 | 241 | 33 | 17 | | 747 | 117 |
| Responding on Item | 46,080 | 28,788 | 5,685 | 5,410 | | 73,234 | 12,628 |
| Interviewed for a job | 21.1 | 43.1 | 61.2 | 65.9 | | 35.5 | 25.2 |
| | (19.9,22.4) | (41.3,44.9) | (57.8,64.5) | (60.0,71.3) | | (34.4,36.6) | (23.2,27.4) |
| Other | 5.2 | 8.0 | 14.8 | 10.3 | | 7.3 | 6.0 |
| | (4.8,5.6) | (7.3,8.8) | (11.8,18.5) | (8.1,13.0) | | (6.8,7.8) | (4.9,7.2) |
| None of the above | 3.7 | 1.3 | 1.6 | 1.0* | | 2.6 | 2.8 |
| | (3.0,4.5) | (1.1,1.7) | (1.0,2.6) | (0.5,2.3) | | (2.2,3.0) | (1.6,4.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 65.3**
*Preparation for Leaving the Military: By Retirement/Separation*

65. During the past 6 months, what have you done to prepare for leaving the military?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 20 | 187 | 40 | 362 | 30 | 213 |
| Responding on Item | 3,867 | 17,783 | 4,506 | 23,271 | 6,406 | 29,978 |
| Wondered what life might be like as a civilian | 60.2 | 52.3 | 62.5 | 51.2 | 60.9 | 56.7 |
| | (54.2,65.9) | (49.7,54.8) | (58.0,66.9) | (49.1,53.3) | (57.4,64.3) | (55.2,58.1) |
| Discussed leaving and/or civilian opportunities with family or friends | 82.2 | 73.1 | 85.6 | 67.0 | 87.6 | 76.0 |
| | (78.4,85.4) | (71.1,75.1) | (81.9,88.6) | (64.2,69.6) | (85.5,89.4) | (74.8,77.2) |
| Talked about leaving with my immediate supervisor | 55.7 | 52.2 | 60.2 | 46.3 | 60.4 | 53.4 |
| | (49.1,62.1) | (49.5,54.8) | (57.1,63.2) | (44.1,48.4) | (55.7,64.9) | (51.5,55.2) |
| Gathered information on education programs or colleges | 42.1 | 53.7 | 43.6 | 57.8 | 42.1 | 57.3 |
| | (37.1,47.2) | (51.5,56.0) | (34.6,53.0) | (55.5,60.0) | (37.9,46.5) | (55.8,58.9) |
| Gathered information about civilian job options (e.g., read ads, attended job fair) | 83.4 | 73.0 | 85.3 | 63.9 | 86.7 | 73.1 |
| | (80.3,86.1) | (70.6,75.2) | (81.7,88.3) | (61.7,66.0) | (84.1,88.9) | (71.5,74.7) |
| Attended a program that helps people prepare for civilian employment | 76.3 | 60.6 | 77.9 | 54.0 | 78.4 | 60.6 |
| | (70.5,81.3) | (58.2,62.9) | (74.5,81.0) | (51.5,56.4) | (75.2,81.4) | (58.9,62.3) |
| Prepared a resume | 75.4 | 66.3 | 73.6 | 54.0 | 81.5 | 62.1 |
| | (71.1,79.2) | (63.8,68.7) | (68.0,78.5) | (51.2,56.8) | (78.1,84.5) | (60.3,63.9) |
| Applied for a job | 64.7 | 54.6 | 61.6 | 40.1 | 63.9 | 47.9 |
| | (60.8,68.4) | (51.8,57.5) | (54.3,68.5) | (37.7,42.5) | (60.5,67.2) | (46.3,49.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 65.3 (continued)**
*Preparation for Leaving the Military:  By Retirement/Separation*

65.  During the past 6 months, what have you done to prepare for leaving the military?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 20 | 187 | 40 | 362 | 30 | 213 |
| Responding on Item | 3,867 | 17,783 | 4,506 | 23,271 | 6,406 | 29,978 |
| Interviewed for a job | 52.6 | 37.6 | 44.5 | 25.4 | 50.5 | 31.0 |
| | *(47.2,57.9)* | *(35.4,39.9)* | *(39.5,49.7)* | *(24.0,26.8)* | *(44.8,56.2)* | *(29.5,32.6)* |
| Other | 5.6 | 7.6 | 6.6 | 6.8 | 6.6 | 7.3 |
| | *(3.8,8.3)* | *(6.8,8.6)* | *(4.9,8.7)* | *(6.0,7.8)* | *(5.0,8.8)* | *(6.4,8.2)* |
| None of the above | 0.8* | 3.4 | 0.9* | 3.9 | 0.5* | 2.1 |
| | *(0.3,2.0)* | *(2.5,4.5)* | *(0.4,2.4)* | *(2.7,5.5)* | *(0.2,1.1)* | *(1.4,3.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 66.1**
*Length of Time Between Decision to Leave and Actual Separation/Retirement:  By Service*

66.  How long before your separation/retirement did you actually make your decision to leave?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 855 | 855 | 534 | 102 | 113 | 107 | 0 |
| Responding on Item | 86,023 | 85,137 | 36,828 | 19,330 | 11,325 | 17,653 | 886 |
| Does not apply | 4.1 | 4.1 | 5.6 | 3.0 | 3.0 | 2.9* | 6.2 |
| | (3.6,4.7) | (3.6,4.7) | (4.9,6.4) | (2.1,4.3) | (2.3,3.7) | (1.5,5.3) | (4.3,8.9) |
| Less than 6 months | 16.3 | 16.3 | 17.3 | 13.3 | 16.6 | 17.3 | 12.3* |
| | (15.2,17.4) | (15.3,17.4) | (15.4,19.5) | (11.7,15.2) | (15.3,18.0) | (15.8,19.0) | (3.9,32.8) |
| 6 months to less than 12 months | 22.2 | 22.1 | 22.4 | 19.4 | 19.9 | 25.9 | 29.6 |
| | (21.2,23.3) | (21.1,23.2) | (20.7,24.2) | (17.8,21.2) | (18.3,21.7) | (23.2,28.8) | (20.4,40.9) |
| 12 months to less than 18 months | 19.1 | 19.1 | 18.6 | 20.4 | 18.9 | 18.9 | 24.7 |
| | (18.3,20.1) | (18.2,20.0) | (17.0,20.2) | (19.1,21.8) | (17.3,20.6) | (16.6,21.3) | (24.1,25.3) |
| 18 months to less than 24 months | 10.3 | 10.4 | 9.8 | 11.2 | 9.6 | 11.1 | 4.9* |
| | (9.6,11.1) | (9.7,11.2) | (8.8,10.9) | (9.8,12.8) | (8.6,10.6) | (9.1,13.5) | (1.9,12.1) |
| 24 or more months | 27.9 | 28.0 | 26.3 | 32.5 | 32.1 | 23.9 | 22.2 |
| | (26.9,28.9) | (27.0,29.0) | (24.6,28.1) | (30.4,34.7) | (29.8,34.4) | (22.5,25.4) | (13.7,34.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 66.2**
*Length of Time Between Decision to Leave and Actual Separation/Retirement:  By Paygrade and Gender*

66.  How long before your separation/retirement did you actually make your decision to leave?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 572 | 234 | 29 | 22 | 710 | 138 |
| Responding on Item | 46,082 | 28,795 | 5,689 | 5,405 | 73,271 | 12,607 |
| Does not apply | 5.6 | 1.8 | 1.2 | 6.4 | 4.0 | 4.6 |
| | (4.8,6.6) | (1.4,2.4) | (0.7,2.0) | (4.0,10.2) | (3.5,4.7) | (3.7,5.7) |
| Less than 6 months | 17.8 | 15.3 | 12.2 | 12.8 | 14.7 | 25.5 |
| | (16.1,19.7) | (14.3,16.3) | (10.3,14.5) | (10.1,16.1) | (13.5,16.0) | (23.7,27.4) |
| 6 months to less than 12 months | 19.6 | 24.3 | 30.4 | 25.2 | 22.1 | 22.5 |
| | (17.9,21.3) | (22.8,25.7) | (28.5,32.4) | (22.3,28.3) | (21.0,23.4) | (20.6,24.5) |
| 12 months to less than 18 months | 15.5 | 23.4 | 22.3 | 24.6 | 19.5 | 17.2 |
| | (14.2,16.9) | (22.0,24.8) | (19.5,25.5) | (22.4,27.0) | (18.5,20.5) | (15.7,18.8) |
| 18 months to less than 24 months | 9.8 | 11.0 | 10.6 | 10.6 | 10.4 | 9.9 |
| | (8.7,11.0) | (10.2,11.9) | (8.7,12.8) | (7.2,15.4) | (9.6,11.3) | (8.4,11.5) |
| 24 or more months | 31.7 | 24.2 | 23.3 | 20.4 | 29.3 | 20.3 |
| | (30.2,33.3) | (22.7,25.7) | (20.0,26.9) | (18.6,22.3) | (28.1,30.4) | (18.6,22.1) |

**Table 66.3**
*Length of Time Between Decision to Leave and Actual Separation/Retirement: By Retirement/Separation*

66. How long before your separation/retirement did you actually make your decision to leave?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7 | 189 | 38 | 326 | 71 | 198 |
| Responding on Item | 3,880 | 17,781 | 4,508 | 23,307 | 6,365 | 29,993 |
| Does not apply | 5.3 | 4.3 | 2.5 | 4.9 | 4.4* | 3.5 |
| | (3.9,7.3) | (3.2,5.7) | (1.7,3.7) | (3.9,6.0) | (2.2,8.4) | (2.7,4.6) |
| Less than 6 months | 12.6 | 20.0 | 11.2 | 14.5 | 10.0 | 18.0 |
| | (10.6,14.9) | (17.9,22.3) | (8.8,14.1) | (12.6,16.5) | (7.8,12.7) | (16.8,19.2) |
| 6 months to less than 12 months | 25.9 | 23.5 | 21.6 | 15.1 | 26.2 | 25.8 |
| | (21.8,30.5) | (21.7,25.5) | (16.8,27.4) | (13.6,16.6) | (23.0,29.8) | (24.1,27.5) |
| 12 months to less than 18 months | 27.4 | 20.0 | 28.5 | 13.3 | 25.0 | 19.6 |
| | (22.4,33.0) | (18.4,21.7) | (25.0,32.2) | (12.0,14.8) | (22.4,27.8) | (18.1,21.2) |
| 18 months to less than 24 months | 9.6 | 12.0 | 14.1 | 7.1 | 10.6 | 11.4 |
| | (7.8,11.9) | (10.4,13.7) | (10.4,18.9) | (6.3,7.9) | (8.3,13.5) | (10.3,12.5) |
| 24 or more months | 19.1 | 20.3 | 22.1 | 45.2 | 23.7 | 21.8 |
| | (15.3,23.7) | (18.7,21.9) | (16.0,29.8) | (42.9,47.6) | (21.4,26.2) | (20.4,23.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 67.1**
*Expected Primary Activities After Leaving Active Duty:  By Service*

67.  What will your primary activities be after you leave active duty?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 695 | 695 | 438 | 78 | 109 | 70 | 0 |
| Responding on Item | 86,183 | 85,297 | 36,924 | 19,354 | 11,329 | 17,690 | 886 |
| Attend school (vocational, college, or university) | 56.5 | 56.6 | 61.5 | 56.4 | 60.0 | 44.4 | 46.9 |
| | (55.3,57.7) | (55.4,57.8) | (59.6,63.3) | (53.7,59.0) | (58.7,61.4) | (41.5,47.4) | (43.2,50.7) |
| Work for civilian company or organization | 66.7 | 66.7 | 62.3 | 69.9 | 65.3 | 73.4 | 59.3 |
| | (65.8,67.6) | (65.8,67.6) | (60.9,63.8) | (68.1,71.7) | (63.0,67.4) | (71.4,75.2) | (55.8,62.6) |
| Work in a civilian government job (local, state, or federal) | 22.7 | 22.7 | 23.6 | 21.3 | 23.9 | 21.5 | 25.9 |
| | (21.9,23.6) | (21.8,23.5) | (22.4,24.8) | (19.7,23.1) | (22.1,25.9) | (19.3,23.8) | (15.4,40.3) |
| Manage or work in family business | 4.1 | 4.1 | 4.3 | 3.7 | 5.3 | 3.2 | 8.6 |
| | (3.8,4.4) | (3.8,4.4) | (4.0,4.7) | (2.9,4.6) | (4.4,6.4) | (2.6,3.8) | (6.7,11.1) |
| Self-employed in your own business or profession | 7.6 | 7.5 | 7.0 | 8.6 | 7.1 | 7.7 | 14.8 |
| | (7.0,8.3) | (6.9,8.2) | (6.2,7.9) | (6.9,10.7) | (6.0,8.5) | (6.7,8.9) | (14.5,15.2) |
| A homemaker/housewife/househusband | 4.6 | 4.6 | 3.9 | 4.6 | 2.7 | 7.0 | 8.6* |
| | (4.2,5.0) | (4.2,4.9) | (3.5,4.5) | (3.9,5.5) | (1.9,3.7) | (6.1,8.0) | (3.8,18.5) |
| Go into full-time retirement | 0.5 | 0.5 | 0.7 | 0.5* | 0.2* | 0.5 | 1.2* |
| | (0.4,0.7) | (0.4,0.7) | (0.5,0.9) | (0.2,1.2) | (0.1,0.4) | (0.3,0.7) | (0.2,6.7) |
| Become a full-time active duty member of the National Guard or Reserves | 5.3 | 5.2 | 6.0 | 5.8 | 3.9 | 3.8 | 9.9 |
| | (4.8,5.8) | (4.7,5.8) | (5.1,7.0) | (4.7,7.0) | (3.1,4.8) | (3.1,4.7) | (9.6,10.1) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 67.1 (continued)**
*Expected Primary Activities After Leaving Active Duty: By Service*

67. What will your primary activities be after you leave active duty?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 695 | 695 | 438 | 78 | 109 | 70 | 0 |
| Responding on Item | 86,183 | 85,297 | 36,924 | 19,354 | 11,329 | 17,690 | 886 |
| None of the above | 2.2 | 2.2 | 2.8 | 1.7 | 2.9 | 1.2* | 0.0 |
| | (1.7,2.8) | (1.8,2.8) | (1.9,4.1) | (1.3,2.2) | (2.3,3.5) | (0.6,2.3) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 67.2**
*Expected Primary Activities After Leaving Active Duty: By Paygrade and Gender*

67. What will your primary activities be after you leave active duty?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 463 | 199 | 15 | 14 | 583 | 111 |
| Responding on Item | 46,191 | 28,830 | 5,703 | 5,413 | 73,398 | 12,634 |
| Attend school (vocational, college, or university) | 69.9 | 48.9 | 26.8 | 13.5 | 55.2 | 63.8 |
| | (68.0,71.8) | (47.6,50.2) | (23.7,30.0) | (10.6,17.2) | (53.8,56.6) | (61.7,65.9) |
| Work for civilian company or organization | 61.0 | 73.6 | 68.9 | 76.1 | 68.3 | 57.2 |
| | (59.5,62.4) | (72.2,74.9) | (65.9,71.7) | (73.8,78.3) | (67.3,69.2) | (54.9,59.5) |
| Work in a civilian government job (local, state, or federal) | 22.4 | 26.7 | 10.2 | 17.5 | 22.6 | 23.4 |
| | (21.3,23.4) | (25.1,28.4) | (8.8,11.7) | (15.8,19.4) | (21.6,23.5) | (21.5,25.5) |
| Manage or work in family business | 4.8 | 3.8 | 1.2* | 3.2 | 4.5 | 2.1 |
| | (4.4,5.2) | (3.3,4.4) | (0.6,2.5) | (2.0,5.0) | (4.1,4.8) | (1.6,2.7) |
| Self-employed in your own business or profession | 6.9 | 7.8 | 7.9 | 12.7 | 8.0 | 5.7 |
| | (6.0,7.9) | (6.9,8.8) | (6.2,9.9) | (11.0,14.6) | (7.3,8.7) | (4.3,7.5) |
| A homemaker/housewife/househusband | 4.7 | 4.0 | 6.9 | 4.0 | 1.8 | 21.0 |
| | (4.2,5.3) | (3.4,4.7) | (5.4,8.8) | (3.2,5.1) | (1.5,2.1) | (19.2,22.9) |
| Go into full-time retirement | 0.3 | 0.5 | 0.2* | 3.0* | 0.5 | 0.5 |
| | (0.2,0.5) | (0.4,0.7) | (0.0,0.9) | (1.7,5.4) | (0.4,0.7) | (0.3,0.9) |
| Become a full-time active duty member of the National Guard or Reserves | 5.9 | 5.5 | 3.5 | 0.7* | 4.8 | 7.8 |
| | (5.1,6.8) | (5.0,6.1) | (2.6,4.6) | (0.4,1.4) | (4.3,5.4) | (6.4,9.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 67.2 (continued)**
*Expected Primary Activities After Leaving Active Duty: By Paygrade and Gender*

67. What will your primary activities be after you leave active duty?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 463 | 199 | 15 | 14 | 583 | 111 |
| Responding on Item | 46,191 | 28,830 | 5,703 | 5,413 | 73,398 | 12,634 |
| None of the above | 2.9 | 1.2 | 2.0 | 1.3* | 2.2 | 2.0 |
| | (2.1,4.0) | (0.9,1.6) | (1.5,2.8) | (0.7,2.4) | (1.7,2.9) | (1.3,3.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 67.3**
*Expected Primary Activities After Leaving Active Duty:  By Retirement/Separation*

67.  What will your primary activities be after you leave active duty?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7 | 167 | 38 | 238 | 35 | 183 |
| Responding on Item | 3,880 | 17,803 | 4,508 | 23,395 | 6,401 | 30,008 |
| Attend school (vocational, college, or university) | 28.2 | 56.2 | 28.3 | 66.7 | 31.5 | 61.9 |
| | (23.4,33.6) | (53.8,58.5) | (25.1,31.8) | (64.7,68.7) | (27.1,36.3) | (60.3,63.5) |
| Work for civilian company or organization | 80.7 | 64.4 | 79.1 | 59.6 | 81.2 | 66.9 |
| | (78.2,83.0) | (62.3,66.4) | (74.1,83.3) | (57.6,61.5) | (79.4,82.8) | (65.2,68.7) |
| Work in a civilian government job (local, state, or federal) | 27.9 | 23.1 | 27.6 | 19.9 | 28.8 | 21.9 |
| | (24.4,31.7) | (21.6,24.7) | (23.3,32.3) | (18.2,21.7) | (25.5,32.5) | (20.6,23.3) |
| Manage or work in family business | 4.1 | 3.6 | 3.2* | 4.8 | 3.4 | 4.2 |
| | (2.3,7.2) | (2.9,4.5) | (1.6,6.2) | (4.1,5.6) | (2.4,4.7) | (3.5,4.9) |
| Self-employed in your own business or profession | 11.5 | 9.0 | 9.0 | 6.6 | 12.1 | 5.9 |
| | (8.4,15.4) | (7.7,10.6) | (6.4,12.5) | (5.2,8.3) | (9.1,16.0) | (5.1,6.9) |
| A homemaker/housewife/househusband | 4.1 | 5.3 | 6.4 | 3.5 | 4.2 | 5.0 |
| | (2.7,6.2) | (4.3,6.4) | (5.1,8.0) | (3.0,4.1) | (2.9,6.2) | (4.3,5.7) |
| Go into full-time retirement | 1.9 | 0.3* | 1.8 | 0.2* | 1.5* | 0.4 |
| | (1.5,2.4) | (0.1,0.6) | (1.2,2.7) | (0.1,0.4) | (0.6,3.7) | (0.2,0.6) |
| Become a full-time active duty member of the National Guard or Reserves | 0.0 | 7.7 | 0.3* | 5.2 | 0.4* | 6.3 |
| | (N/A,N/A) | (6.7,8.9) | (0.0,1.5) | (4.4,6.1) | (0.1,1.8) | (5.6,7.2) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 67.3 (continued)**
*Expected Primary Activities After Leaving Active Duty: By Retirement/Separation*

67. What will your primary activities be after you leave active duty?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7 | 167 | 38 | 238 | 35 | 183 |
| Responding on Item | 3,880 | 17,803 | 4,508 | 23,395 | 6,401 | 30,008 |
| None of the above | 1.3* | 3.0 | 0.7 | 2.5 | 0.3* | 2.3 |
| | (0.5,3.6) | (2.2,4.0) | (0.4,1.3) | (1.7,3.5) | (0.1,0.8) | (1.7,3.0) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 68.1**
*Eligibility for Montgomery GI Bill (MGIB) Educational Benefits: By Service*

68. Are you eligible for Montgomery GI Bill (MGIB) educational benefits after leaving active duty service?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,395 | 1,384 | 758 | 242 | 171 | 212 | 11 |
| Responding on Item | 85,483 | 84,608 | 36,604 | 19,190 | 11,267 | 17,548 | 875 |
| Yes | 72.7 | 72.8 | 77.1 | 72.0 | 85.8 | 56.2 | 62.5 |
| | (71.8,73.6) | (71.9,73.7) | (76.2,78.0) | (70.1,73.9) | (84.6,86.9) | (53.2,59.1) | (59.4,65.5) |
| No | 27.3 | 27.2 | 22.9 | 28.0 | 14.2 | 43.8 | 37.5 |
| | (26.4,28.2) | (26.3,28.1) | (22.0,23.8) | (26.1,29.9) | (13.1,15.4) | (40.9,46.8) | (34.5,40.6) |

**Table 68.2**

*Eligibility for Montgomery GI Bill (MGIB) Educational Benefits:  By Paygrade and Gender*

68.  Are you eligible for Montgomery GI Bill (MGIB) educational benefits after leaving active duty service?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 784 | 519 | 36 | 56 | 1,210 | 176 |
| Responding on Item | 45,870 | 28,510 | 5,682 | 5,371 | 72,771 | 12,569 |
| Yes | 89.1 | 63.4 | 23.2 | 34.5 | 73.5 | 67.9 |
| | (87.7,90.3) | (61.7,64.9) | (21.3,25.2) | (31.1,38.0) | (72.4,74.5) | (65.6,70.2) |
| No | 10.9 | 36.6 | 76.8 | 65.5 | 26.5 | 32.1 |
| | (9.7,12.3) | (35.1,38.3) | (74.8,78.7) | (62.0,68.9) | (25.5,27.6) | (29.8,34.4) |

**Table 68.3**

*Eligibility for Montgomery GI Bill (MGIB) Educational Benefits: By Retirement/Separation*

68. Are you eligible for Montgomery GI Bill (MGIB) educational benefits after leaving active duty service?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 75 | 381 | 105 | 376 | 122 | 323 |
| Responding on Item | 3,812 | 17,589 | 4,441 | 23,257 | 6,314 | 29,868 |
| Yes | 30.6 | 75.5 | 31.8 | 85.0 | 25.9 | 82.8 |
| | *(27.4,34.1)* | *(73.3,77.6)* | *(26.5,37.6)* | *(83.3,86.5)* | *(22.5,29.7)* | *(81.3,84.1)* |
| No | 69.4 | 24.5 | 68.2 | 15.0 | 74.1 | 17.2 |
| | *(65.9,72.6)* | *(22.4,26.7)* | *(62.4,73.5)* | *(13.5,16.7)* | *(70.3,77.5)* | *(15.9,18.7)* |

**Table 69.1**
*Plans to Use MGIB Educational Benefits:  By Service*

69.  Do you plan to use MGIB educational benefits?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 23,350 | 23,022 | 8,365 | 5,369 | 1,601 | 7,687 | 328 |
| Not Responding on Item | 2,680 | 2,669 | 1,435 | 512 | 367 | 356 | 11 |
| Responding on Item | 60,849 | 60,302 | 27,562 | 13,552 | 9,470 | 9,717 | 547 |
| Definitely yes | 78.8 | 78.8 | 79.5 | 79.3 | 76.9 | 78.1 | 74.0* |
| | (77.4,80.1) | (77.4,80.2) | (76.9,81.9) | (77.0,81.4) | (75.5,78.2) | (74.9,81.0) | (53.9,87.4) |
| Probably yes | 13.4 | 13.5 | 13.0 | 13.3 | 15.1 | 13.5 | 6.0* |
| | (12.3,14.6) | (12.3,14.7) | (11.0,15.3) | (11.3,15.5) | (13.7,16.5) | (11.7,15.5) | (3.4,10.5) |
| Unsure | 5.5 | 5.4 | 5.5 | 5.0 | 5.7 | 5.4 | 18.0* |
| | (5.0,6.2) | (4.8,6.1) | (4.7,6.5) | (3.7,6.8) | (4.8,6.8) | (4.1,7.0) | (9.9,30.5) |
| Probably no | 1.8 | 1.8 | 1.5 | 1.7 | 1.9 | 2.4 | 2.0* |
| | (1.5,2.1) | (1.5,2.1) | (1.2,1.8) | (1.0,2.9) | (1.5,2.5) | (1.7,3.4) | (0.4,10.2) |
| Definitely no | 0.5 | 0.5 | 0.4 | 0.7* | 0.4* | 0.7* | 0.0* |
| | (0.4,0.7) | (0.4,0.7) | (0.3,0.8) | (0.4,1.3) | (0.2,0.8) | (0.3,1.4) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1).

**Table 69.2**
*Plans to Use MGIB Educational Benefits: By Paygrade and Gender*

69. Do you plan to use MGIB educational benefits?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 5,015 | 10,446 | 4,366 | 3,520 | 19,297 | 4,030 |
| Not Responding on Item | 1,594 | 931 | 77 | 81 | 2,391 | 291 |
| Responding on Item | 40,045 | 17,652 | 1,274 | 1,826 | 52,293 | 8,424 |
| Definitely yes | 82.3 | 76.7 | 59.8 | 35.1 | 77.6 | 86.6 |
| | (80.5,84.0) | (74.7,78.5) | (52.1,67.1) | (27.6,43.4) | (76.0,79.1) | (84.7,88.3) |
| Probably yes | 12.0 | 14.8 | 20.7 | 24.6 | 14.1 | 9.3 |
| | (10.6,13.7) | (13.5,16.2) | (14.9,28.0) | (18.1,32.5) | (12.8,15.5) | (8.0,10.9) |
| Unsure | 4.3 | 6.3 | 11.4 | 20.8 | 6.0 | 2.7 |
| | (3.7,5.1) | (5.3,7.5) | (7.4,17.2) | (14.5,29.0) | (5.3,6.7) | (2.0,3.4) |
| Probably no | 1.0 | 1.6 | 6.0* | 16.5 | 1.9 | 0.8* |
| | (0.8,1.3) | (1.1,2.4) | (2.9,12.0) | (13.2,20.5) | (1.6,2.2) | (0.4,1.5) |
| Definitely no | 0.4 | 0.6 | 2.1 | 3.0* | 0.5 | 0.7* |
| | (0.2,0.6) | (0.4,0.9) | (1.5,3.0) | (0.9,9.2) | (0.3,0.7) | (0.3,1.4) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1).

**Table 69.3**
*Plans to Use MGIB Educational Benefits: By Retirement/Separation*

69. Do you plan to use MGIB educational benefits?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 2,644 | 4,302 | 3,029 | 3,499 | 4,676 | 5,145 |
| Not Responding on Item | 94 | 586 | 95 | 818 | 133 | 947 |
| Responding on Item | 1,149 | 13,082 | 1,421 | 19,315 | 1,627 | 24,099 |
| Definitely yes | 54.1 | 78.9 | 62.1 | 84.4 | 39.5 | 79.0 |
| | (44.8,63.1) | (76.5,81.1) | (53.2,70.2) | (82.6,86.1) | (33.9,45.3) | (77.0,80.9) |
| Probably yes | 17.3 | 13.2 | 17.8 | 10.5 | 26.7 | 14.5 |
| | (12.1,24.2) | (11.8,14.8) | (13.1,23.7) | (8.9,12.3) | (19.5,35.4) | (12.8,16.4) |
| Unsure | 14.8 | 6.2 | 11.1 | 3.7 | 19.3 | 5.0 |
| | (9.2,23.1) | (4.8,7.9) | (8.0,15.2) | (3.1,4.3) | (11.5,30.7) | (4.0,6.3) |
| Probably no | 9.1* | 1.2 | 8.7 | 1.0 | 11.7 | 1.2 |
| | (5.0,15.9) | (0.7,1.8) | (4.9,14.9) | (0.6,1.5) | (6.7,19.7) | (0.9,1.7) |
| Definitely no | 4.7 | 0.6 | 0.3* | 0.4* | 2.8* | 0.3* |
| | (2.6,8.3) | (0.3,1.0) | (0.1,1.3) | (0.2,0.9) | (0.9,8.3) | (0.1,0.5) |

* Low precision and/or unweighted denominator size between 30 and 59.
†Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1).

**Table 70.1**
*How Member Plans to Use MGIB Educational Benefits:  By Service*

70.  How do you plan to use MGIB educational benefits?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 24,740 | 24,400 | 8,902 | 5,692 | 1,823 | 7,983 | 339 |
| Not Responding on Item | 2,727 | 2,716 | 1,449 | 491 | 385 | 391 | 11 |
| Responding on Item | 59,411 | 58,875 | 27,011 | 13,249 | 9,230 | 9,386 | 536 |
| Will enroll in vocational or occupational training | 25.6 | 25.6 | 28.2 | 24.5 | 28.2 | 17.0 | 24.5* |
| | (24.6,26.6) | (24.6,26.6) | (26.8,29.7) | (22.8,26.3) | (25.9,30.6) | (14.3,20.2) | (16.6,34.5) |
| Will begin or complete education for a 2-year college degree | 29.1 | 29.2 | 29.8 | 31.9 | 30.3 | 22.2 | 22.4* |
| | (28.2,30.1) | (28.2,30.1) | (28.8,30.9) | (29.7,34.3) | (28.1,32.7) | (19.3,25.5) | (9.1,45.4) |
| Will begin or complete education for a 4-year college degree | 49.1 | 49.1 | 46.6 | 50.7 | 47.1 | 55.8 | 53.1* |
| | (48.1,50.1) | (48.0,50.1) | (45.6,47.6) | (47.8,53.6) | (45.2,49.1) | (52.1,59.4) | (39.4,66.3) |
| Will begin/complete education for an advanced degree | 16.5 | 16.4 | 13.9 | 16.8 | 14.3 | 25.2 | 24.5* |
| | (15.4,17.6) | (15.4,17.5) | (12.2,15.8) | (15.1,18.5) | (12.6,16.1) | (22.1,28.6) | (16.6,34.5) |
| None of the above | 2.3 | 2.3 | 2.6 | 1.7 | 2.5 | 2.3 | 2.0* |
| | (1.9,2.8) | (1.9,2.8) | (1.9,3.5) | (1.1,2.9) | (1.9,3.2) | (1.6,3.4) | (0.4,10.7) |

\* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1) or who probably or definitely would not use MGIB benefits (Q69 = 1 or 2).

**Table 70.2**
*How Member Plans to Use MGIB Educational Benefits: By Paygrade and Gender*

70. How do you plan to use MGIB educational benefits?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 5,554 | 10,837 | 4,470 | 3,877 | 20,543 | 4,151 |
| Not Responding on Item | 1,582 | 956 | 84 | 108 | 2,402 | 327 |
| Responding on Item | 39,518 | 17,236 | 1,164 | 1,442 | 51,036 | 8,267 |
| Will enroll in vocational or occupational training | 26.5 | 24.4 | 18.2 | 19.5 | 27.5 | 13.2 |
| | (25.3,27.8) | (22.7,26.2) | (14.0,23.3) | (14.8,25.4) | (26.5,28.6) | (11.0,15.9) |
| Will begin or complete education for a 2-year college degree | 32.0 | 26.3 | 1.9* | 7.1* | 29.3 | 28.2 |
| | (30.8,33.1) | (24.9,27.7) | (0.6,5.6) | (3.1,15.4) | (28.2,30.3) | (25.9,30.5) |
| Will begin or complete education for a 4-year college degree | 49.3 | 54.5 | 7.8 | 12.6 | 47.7 | 57.8 |
| | (48.0,50.5) | (52.8,56.2) | (5.0,12.2) | (8.7,18.0) | (46.7,48.8) | (55.1,60.5) |
| Will begin/complete education for an advanced degree | 12.0 | 18.7 | 76.9 | 63.2 | 15.8 | 20.3 |
| | (10.7,13.4) | (17.3,20.2) | (67.6,84.1) | (52.2,72.9) | (14.7,17.0) | (17.6,23.4) |
| None of the above | 2.1 | 2.1 | 4.5* | 8.7 | 2.5 | 1.1* |
| | (1.6,2.8) | (1.6,2.8) | (2.2,8.9) | (5.0,14.5) | (2.1,3.1) | (0.6,2.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1) or who probably or definitely would not use MGIB benefits (Q69 = 1 or 2).

**Table 70.3**
*How Member Plans to Use MGIB Educational Benefits:  By Retirement/Separation*

70.  How do you plan to use MGIB educational benefits?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 2,803 | 4,527 | 3,157 | 3,771 | 4,911 | 5,508 |
| Not Responding on Item | 104 | 566 | 82 | 863 | 147 | 955 |
| Responding on Item | 980 | 12,877 | 1,307 | 18,998 | 1,378 | 23,728 |
| Will enroll in vocational or occupational training | 26.5 | 28.3 | 32.2 | 23.6 | 22.2 | 25.5 |
| | (22.0,31.6) | (25.5,31.4) | (26.0,39.2) | (21.0,26.5) | (17.3,28.1) | (24.4,26.7) |
| Will begin or complete education for a 2-year college degree | 6.6* | 28.1 | 10.3 | 29.3 | 17.5 | 32.1 |
| | (3.3,13.0) | (26.0,30.4) | (6.5,16.1) | (26.9,31.8) | (11.3,26.1) | (30.2,34.2) |
| Will begin or complete education for a 4-year college degree | 34.1 | 47.3 | 34.3 | 50.6 | 29.9 | 51.5 |
| | (29.1,39.5) | (43.8,50.9) | (25.6,44.1) | (48.2,53.1) | (23.2,37.6) | (49.2,53.7) |
| Will begin/complete education for an advanced degree | 45.8 | 17.8 | 46.0 | 13.6 | 38.6 | 13.9 |
| | (38.5,53.4) | (16.1,19.6) | (39.3,52.8) | (12.3,15.0) | (30.2,47.7) | (12.3,15.8) |
| None of the above | 4.8* | 1.8 | 3.3* | 2.1 | 8.7* | 2.3 |
| | (2.3,10.0) | (1.3,2.4) | (1.4,7.8) | (1.5,3.0) | (3.7,19.1) | (1.8,3.0) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1) or who probably or definitely would not use MGIB benefits (Q69 = 1 or 2).

**Table 71.1**
*When Member Plans to Use MGIB Educational Benefits: By Service*

71. When do you plan to use MGIB educational benefits?

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 24,740 | 24,400 | 8,902 | 5,692 | 1,823 | 7,983 | 339 |
| Not Responding on Item | 2,808 | 2,797 | 1,483 | 518 | 375 | 420 | 11 |
| Responding on Item | 59,331 | 58,795 | 26,976 | 13,222 | 9,240 | 9,357 | 536 |
| In less than 6 months | 43.2 | 43.3 | 46.6 | 42.0 | 42.2 | 36.6 | 40.8* |
| | (42.2,44.3) | (42.2,44.3) | (44.9,48.2) | (40.4,43.7) | (39.9,44.6) | (33.4,39.8) | (27.6,55.5) |
| In 6 months to less than 2 years | 39.6 | 39.6 | 37.2 | 39.8 | 40.6 | 45.4 | 32.7* |
| | (38.4,40.7) | (38.5,40.8) | (35.8,38.7) | (37.6,42.0) | (37.9,43.4) | (41.9,49.0) | (10.6,66.5) |
| In 2 years to less than 5 years | 8.7 | 8.7 | 8.5 | 8.7 | 9.1 | 8.6 | 8.2* |
| | (7.7,9.7) | (7.7,9.7) | (6.9,10.5) | (7.3,10.3) | (7.5,11.0) | (6.6,11.2) | (3.2,19.3) |
| In 5 years or more | 1.1 | 1.1 | 0.9 | 1.5 | 0.9 | 1.2* | 0.0* |
| | (0.8,1.4) | (0.8,1.4) | (0.6,1.4) | (0.9,2.6) | (0.6,1.5) | (0.6,2.3) | (N/A,N/A) |
| Unsure | 7.5 | 7.4 | 6.8 | 8.0 | 7.2 | 8.2 | 18.4* |
| | (6.6,8.4) | (6.5,8.3) | (5.3,8.6) | (6.4,10.1) | (6.2,8.3) | (6.4,10.5) | (9.7,32.1) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1) or who probably or definitely would not use MGIB benefits (Q69 = 1 or 2).

**Table 71.2**
*When Member Plans to Use MGIB Educational Benefits: By Paygrade and Gender*

71. When do you plan to use MGIB educational benefits?

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | **Enlisted** | | **Officers** | | **Male** | **Female** |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | | |
| **Estimated Population** | | | | | | |
| Not Applicable† | 5,554 | 10,837 | 4,470 | 3,877 | 20,543 | 4,151 |
| Not Responding on Item | 1,648 | 969 | 84 | 111 | 2,449 | 361 |
| Responding on Item | 39,452 | 17,224 | 1,164 | 1,440 | 50,989 | 8,234 |
| In less than 6 months | 45.7 | 40.8 | 26.7 | 17.9 | 43.5 | 42.0 |
| | *(44.2,47.1)* | *(39.3,42.5)* | *(18.8,36.4)* | *(12.9,24.3)* | *(42.3,44.6)* | *(39.6,44.3)* |
| In 6 months to less than 2 years | 38.8 | 41.8 | 27.4 | 42.7 | 38.9 | 43.8 |
| | *(37.4,40.2)* | *(39.8,43.9)* | *(22.4,33.1)* | *(34.8,51.1)* | *(37.7,40.1)* | *(40.9,46.7)* |
| In 2 years to less than 5 years | 7.6 | 8.7 | 27.1 | 22.4 | 8.8 | 7.9 |
| | *(6.3,9.0)* | *(7.6,10.1)* | *(21.3,33.8)* | *(17.9,27.5)* | *(7.7,10.0)* | *(6.7,9.3)* |
| In 5 years or more | 0.9 | 1.0 | 3.3 | 4.2 | 1.1 | 0.8* |
| | *(0.6,1.4)* | *(0.6,1.5)* | *(1.9,5.5)* | *(2.4,7.3)* | *(0.8,1.5)* | *(0.4,1.5)* |
| Unsure | 7.0 | 7.6 | 15.5* | 12.8 | 7.7 | 5.6 |
| | *(5.9,8.3)* | *(6.2,9.2)* | *(8.4,26.8)* | *(9.2,17.5)* | *(6.8,8.8)* | *(4.2,7.5)* |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1) or who probably or definitely would not use MGIB benefits (Q69 = 1 or 2).

**Table 71.3**
*When Member Plans to Use MGIB Educational Benefits:  By Retirement/Separation*

71.  When do you plan to use MGIB educational benefits?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 2,803 | 4,527 | 3,157 | 3,771 | 4,911 | 5,508 |
| Not Responding on Item | 104 | 580 | 80 | 865 | 176 | 995 |
| Responding on Item | 980 | 12,863 | 1,309 | 18,997 | 1,349 | 23,688 |
| In less than 6 months | 19.7 | 41.9 | 28.6 | 48.9 | 20.9 | 42.4 |
| | (13.6,27.6) | (39.4,44.4) | (22.6,35.4) | (46.7,51.0) | (14.4,29.3) | (40.7,44.1) |
| In 6 months to less than 2 years | 53.5 | 41.7 | 44.8 | 36.6 | 46.2 | 39.7 |
| | (45.6,61.3) | (39.0,44.4) | (33.8,56.3) | (34.5,38.7) | (38.9,53.5) | (37.9,41.4) |
| In 2 years to less than 5 years | 13.6 | 8.7 | 12.6 | 7.9 | 15.3 | 8.5 |
| | (9.5,19.1) | (7.2,10.4) | (8.9,17.5) | (7.0,8.9) | (11.6,20.0) | (7.0,10.4) |
| In 5 years or more | 3.7* | 1.0* | 3.2* | 0.8 | 2.4* | 1.0 |
| | (1.5,9.1) | (0.6,1.8) | (1.2,8.4) | (0.5,1.3) | (0.7,8.0) | (0.6,1.6) |
| Unsure | 9.5 | 6.8 | 10.9* | 5.9 | 15.2 | 8.4 |
| | (5.4,16.1) | (5.4,8.5) | (4.7,23.2) | (5.1,6.8) | (9.2,24.2) | (7.2,9.8) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who are not eligible for MGIB benefits after leaving active duty service (Q68 = 1) or who probably or definitely would not use MGIB benefits (Q69 = 1 or 2).

**Table 72.1**
*Plans for Civilian Work for Pay Right After Leaving Active Duty: By Service*

72. Do you plan to do any civilian work for pay right after leaving active duty?

*Answer "Yes" even if you will be taking a short break before working. Answer "Yes" even if you will only be working an average of an hour a week as a civilian, or helping without pay in a family business or farm.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,239 | 1,228 | 682 | 189 | 125 | 233 | 11 |
| Responding on Item | 85,639 | 84,764 | 36,680 | 19,243 | 11,313 | 17,527 | 875 |
| No | 16.8 | 16.9 | 19.4 | 14.5 | 14.6 | 15.6 | 8.8* |
| | (16.0,17.7) | (16.1,17.7) | (18.1,20.8) | (13.2,16.0) | (12.9,16.5) | (13.4,18.0) | (3.9,18.3) |
| Yes | 83.2 | 83.1 | 80.6 | 85.5 | 85.4 | 84.4 | 91.3 |
| | (82.3,84.0) | (82.3,83.9) | (79.2,81.9) | (84.0,86.8) | (83.5,87.1) | (82.0,86.6) | (81.7,96.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 72.2**
*Plans for Civilian Work for Pay Right After Leaving Active Duty: By Paygrade and Gender*

72. Do you plan to do any civilian work for pay right after leaving active duty?

*Answer "Yes" even if you will be taking a short break before working. Answer "Yes" even if you will only be working an average of an hour a week as a civilian, or helping without pay in a family business or farm.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 715 | 382 | 84 | 59 | 1,018 | 221 |
| Responding on Item | 45,939 | 28,647 | 5,634 | 5,368 | 72,963 | 12,524 |
| No | 20.0 | 12.7 | 18.4 | 9.4 | 15.8 | 22.9 |
| | (18.8,21.3) | (11.5,14.0) | (16.4,20.6) | (8.0,11.1) | (14.8,16.7) | (20.9,25.0) |
| Yes | 80.0 | 87.3 | 81.6 | 90.6 | 84.2 | 77.1 |
| | (78.7,81.2) | (86.0,88.5) | (79.4,83.6) | (88.9,92.0) | (83.3,85.2) | (75.0,79.1) |

**Table 72.3**
*Plans for Civilian Work for Pay Right After Leaving Active Duty: By Retirement/Separation*

72. Do you plan to do any civilian work for pay right after leaving active duty?

*Answer "Yes" even if you will be taking a short break before working. Answer "Yes" even if you will only be working an average of an hour a week as a civilian, or helping without pay in a family business or farm.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 82 | 291 | 71 | 332 | 90 | 361 |
| Responding on Item | 3,805 | 17,679 | 4,475 | 23,301 | 6,346 | 29,830 |
| No | 10.2 | 17.0 | 10.2 | 21.1 | 8.6 | 16.8 |
| | (6.7,15.2) | (15.4,18.7) | (7.5,13.8) | (19.5,22.7) | (5.9,12.2) | (15.2,18.7) |
| Yes | 89.8 | 83.0 | 89.8 | 78.9 | 91.4 | 83.2 |
| | (84.8,93.3) | (81.3,84.6) | (86.2,92.5) | (77.3,80.5) | (87.8,94.1) | (81.3,84.8) |

**Table 73.1**
*Number of Weeks Spent Looking for Civilian Employment:  By Service*

73.  How many weeks have you looked for civilian employment? (e.g., researching job opportunities, submitting job applications, etc.)

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 14,390 | 14,314 | 7,133 | 2,793 | 1,656 | 2,732 | 77 |
| Not Responding on Item | 2,107 | 2,085 | 1,055 | 352 | 274 | 404 | 22 |
| Responding on Item | 70,381 | 69,593 | 29,174 | 16,287 | 9,508 | 14,624 | 788 |
| Not applicable, I did not have to look for work | 15.6 | 15.6 | 17.2 | 15.6 | 17.0 | 11.6 | 20.8* |
| | (14.9,16.5) | (14.8,16.4) | (16.2,18.2) | (13.5,17.8) | (15.2,18.9) | (9.8,13.5) | (9.9,38.7) |
| Less than 1 week | 10.9 | 10.8 | 10.0 | 11.0 | 9.8 | 13.1 | 12.5* |
| | (10.3,11.5) | (10.3,11.4) | (9.3,10.6) | (9.7,12.4) | (8.1,11.7) | (11.7,14.7) | (6.1,24.0) |
| 1 week to less than 4 weeks | 16.4 | 16.3 | 15.8 | 16.8 | 16.7 | 16.7 | 19.4 |
| | (15.4,17.4) | (15.3,17.4) | (14.2,17.5) | (14.3,19.7) | (14.7,18.9) | (14.9,18.7) | (18.4,20.5) |
| 4 weeks to less than 8 weeks | 19.2 | 19.3 | 19.9 | 19.2 | 19.5 | 17.8 | 15.3 |
| | (18.2,20.3) | (18.3,20.3) | (18.1,22.0) | (17.6,21.0) | (17.2,21.9) | (16.1,19.6) | (13.5,17.3) |
| 8 weeks to less than 12 weeks | 12.6 | 12.6 | 13.4 | 11.2 | 12.0 | 13.1 | 8.3 |
| | (11.7,13.6) | (11.7,13.6) | (12.0,15.1) | (9.7,12.8) | (10.2,14.2) | (10.7,15.8) | (7.9,8.8) |
| 12 weeks to less than 16 weeks | 7.7 | 7.7 | 6.9 | 9.2 | 7.6 | 7.6 | 8.3* |
| | (7.1,8.3) | (7.1,8.3) | (6.2,7.7) | (7.8,10.7) | (6.4,9.0) | (6.2,9.3) | (4.5,14.8) |
| 16 weeks or more | 17.6 | 17.7 | 16.8 | 17.1 | 17.5 | 20.2 | 15.3* |
| | (16.8,18.5) | (16.8,18.5) | (15.8,17.8) | (15.2,19.2) | (15.5,19.7) | (17.8,22.8) | (4.6,40.3) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

2000 Military Exit Survey (Defense Manpower Data Center) - 626

**Table 73.2**
*Number of Weeks Spent Looking for Civilian Employment: By Paygrade and Gender*

73. How many weeks have you looked for civilian employment? (e.g., researching job opportunities, submitting job applications, etc.)

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 9,199 | 3,637 | 1,038 | 506 | 11,493 | 2,866 |
| Not Responding on Item | 1,108 | 703 | 167 | 130 | 1,831 | 276 |
| Responding on Item | 36,347 | 24,689 | 4,513 | 4,792 | 60,658 | 9,603 |
| Not applicable, I did not have to look for work | 20.5 | 10.6 | 7.4 | 13.1 | 15.2 | 18.7 |
| | *(19.4,21.6)* | *(9.4,11.9)* | *(5.5,9.9)* | *(11.0,15.4)* | *(14.3,16.1)* | *(16.0,21.8)* |
| Less than 1 week | 13.1 | 9.3 | 6.2 | 6.8 | 10.2 | 14.8 |
| | *(12.2,14.0)* | *(8.5,10.1)* | *(4.7,8.1)* | *(4.5,10.2)* | *(9.6,10.8)* | *(12.4,17.6)* |
| 1 week to less than 4 weeks | 17.1 | 17.0 | 13.4 | 10.4 | 16.1 | 18.1 |
| | *(15.6,18.7)* | *(15.2,18.9)* | *(11.0,16.2)* | *(8.3,13.0)* | *(15.0,17.3)* | *(16.6,19.7)* |
| 4 weeks to less than 8 weeks | 19.7 | 18.8 | 21.6 | 15.1 | 19.1 | 19.5 |
| | *(18.0,21.6)* | *(17.7,19.9)* | *(19.7,23.6)* | *(13.4,16.9)* | *(18.0,20.3)* | *(17.3,21.9)* |
| 8 weeks to less than 12 weeks | 11.0 | 14.5 | 16.0 | 11.3 | 13.0 | 10.1 |
| | *(9.8,12.4)* | *(13.0,16.1)* | *(13.2,19.3)* | *(9.6,13.3)* | *(12.0,14.0)* | *(8.4,12.1)* |
| 12 weeks to less than 16 weeks | 5.9 | 9.3 | 8.9 | 11.8 | 7.8 | 6.6 |
| | *(5.1,6.7)* | *(8.3,10.5)* | *(7.7,10.2)* | *(9.9,14.1)* | *(7.2,8.6)* | *(5.3,8.3)* |
| 16 weeks or more | 12.7 | 20.6 | 26.5 | 31.5 | 18.5 | 12.1 |
| | *(11.8,13.7)* | *(19.2,22.2)* | *(24.0,29.1)* | *(26.9,36.5)* | *(17.5,19.6)* | *(10.3,14.2)* |

† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 73.3**
*Number of Weeks Spent Looking for Civilian Employment: By Retirement/Separation*

73. How many weeks have you looked for civilian employment? (e.g., researching job opportunities, submitting job applications, etc.)

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 388 | 3,003 | 456 | 4,908 | 544 | 5,023 |
| Not Responding on Item | 111 | 480 | 190 | 541 | 173 | 580 |
| Responding on Item | 3,389 | 14,487 | 3,900 | 18,185 | 5,719 | 24,588 |
| Not applicable, I did not have to look for work | 12.4 (9.4,16.1) | 16.0 (13.9,18.3) | 11.6 (8.7,15.4) | 19.3 (17.5,21.2) | 8.6 (6.6,11.0) | 15.5 (14.2,17.0) |
| Less than 1 week | 7.8 (5.0,12.1) | 9.9 (8.5,11.4) | 8.9 (7.4,10.8) | 12.8 (11.0,15.0) | 8.7 (6.1,12.3) | 11.2 (9.8,12.8) |
| 1 week to less than 4 weeks | 17.4 (14.1,21.3) | 17.8 (15.5,20.3) | 14.2 (9.5,20.7) | 17.4 (15.7,19.3) | 15.1 (12.3,18.4) | 15.3 (13.9,16.8) |
| 4 weeks to less than 8 weeks | 16.4 (13.5,19.7) | 16.8 (14.9,18.8) | 16.4 (13.4,20.0) | 18.7 (16.9,20.6) | 21.0 (17.0,25.6) | 21.4 (19.2,23.7) |
| 8 weeks to less than 12 weeks | 12.9 (10.5,15.6) | 12.1 (10.8,13.6) | 18.1 (15.1,21.5) | 10.7 (9.2,12.3) | 13.3 (9.5,18.3) | 13.2 (11.9,14.7) |
| 12 weeks to less than 16 weeks | 10.7 (8.0,14.2) | 8.1 (6.7,9.7) | 8.5 (6.2,11.5) | 5.9 (5.1,6.9) | 11.2 (9.5,13.2) | 7.4 (6.4,8.5) |
| 16 weeks or more | 22.5 (18.7,26.8) | 19.5 (17.9,21.1) | 22.2 (19.0,25.8) | 15.1 (13.4,17.1) | 22.1 (18.3,26.5) | 16.0 (14.3,17.8) |

† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 74.1**
*Employment Situation Right After Separation/Retirement:  By Service*

74.  Which of the following describes your employment situation right after separation/retirement?

*Mark all that apply.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 14,390 | 14,314 | 7,133 | 2,793 | 1,656 | 2,732 | 77 |
| Not Responding on Item | 1,708 | 1,697 | 989 | 230 | 191 | 287 | 11 |
| Responding on Item | 70,780 | 69,981 | 29,240 | 16,409 | 9,591 | 14,741 | 798 |
| Have already obtained a full-time civilian job | 36.4 | 36.4 | 35.8 | 34.7 | 37.1 | 39.0 | 42.5* |
| | (35.3,37.6) | (35.3,37.5) | (34.5,37.1) | (32.0,37.5) | (35.0,39.3) | (35.9,42.1) | (17.9,71.5) |
| Have already obtained a part-time civilian job | 7.1 | 7.0 | 7.8 | 6.9 | 7.7 | 5.3 | 9.6* |
| | (6.6,7.6) | (6.5,7.6) | (7.1,8.5) | (5.7,8.3) | (6.6,8.9) | (4.3,6.6) | (3.8,22.2) |
| Looking for a full-time civilian job | 39.9 | 40.0 | 37.6 | 40.6 | 38.7 | 44.8 | 39.7 |
| | (38.8,41.1) | (38.8,41.1) | (36.2,38.9) | (37.7,43.6) | (36.3,41.1) | (42.0,47.6) | (21.2,61.8) |
| Looking for a part-time civilian job | 15.5 | 15.5 | 16.7 | 16.7 | 16.2 | 11.5 | 11.0 |
| | (14.7,16.3) | (14.8,16.3) | (15.6,17.8) | (14.6,19.1) | (14.6,18.0) | (10.2,12.9) | (6.1,18.9) |
| Managing or working in a family business | 3.3 | 3.3 | 3.9 | 2.8 | 4.6 | 2.0 | 4.1 |
| | (2.9,3.7) | (2.9,3.7) | (3.1,4.7) | (2.2,3.5) | (4.0,5.3) | (1.4,2.8) | (2.3,7.2) |
| Will be self-employed in own business/profession | 4.4 | 4.3 | 4.1 | 4.8 | 3.6 | 4.8 | 9.6 |
| | (4.0,4.9) | (3.9,4.9) | (3.6,4.7) | (3.5,6.6) | (3.0,4.3) | (3.8,5.9) | (6.6,13.7) |
| Will be an unpaid worker (volunteer) | 1.1 | 1.1 | 1.0 | 1.3 | 0.9 | 1.1 | 4.1* |
| | (0.8,1.4) | (0.8,1.4) | (0.7,1.6) | (0.7,2.2) | (0.5,1.6) | (0.6,1.9) | (0.7,21.7) |
| None of the above | 5.5 | 5.5 | 6.2 | 6.2 | 5.0 | 3.9 | 1.4* |
| | (4.9,6.2) | (4.9,6.2) | (5.0,7.6) | (5.1,7.4) | (4.3,5.8) | (2.8,5.3) | (0.3,7.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 74.2**
*Employment Situation Right After Separation/Retirement: By Paygrade and Gender*

74. Which of the following describes your employment situation right after separation/retirement?

*Mark all that apply.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 9,199 | 3,637 | 1,038 | 506 | 11,493 | 2,866 |
| Not Responding on Item | 971 | 520 | 133 | 85 | 1,496 | 212 |
| Responding on Item | 36,484 | 24,872 | 4,547 | 4,837 | 60,993 | 9,667 |
| Have already obtained a full-time civilian job | 29.7 | 38.4 | 57.4 | 57.2 | 38.3 | 25.1 |
| | (28.4,31.2) | (36.5,40.4) | (53.4,61.3) | (50.8,63.4) | (37.0,39.5) | (22.9,27.4) |
| Have already obtained a part-time civilian job | 8.5 | 6.5 | 2.8* | 2.8 | 7.0 | 7.4 |
| | (7.7,9.5) | (5.9,7.2) | (1.5,5.3) | (1.8,4.3) | (6.5,7.6) | (6.0,9.1) |
| Looking for a full-time civilian job | 38.2 | 45.4 | 32.1 | 32.4 | 39.9 | 40.1 |
| | (36.7,39.7) | (43.6,47.3) | (28.2,36.2) | (28.7,36.3) | (38.6,41.2) | (37.9,42.3) |
| Looking for a part-time civilian job | 20.8 | 11.7 | 6.9 | 3.5 | 14.1 | 24.3 |
| | (19.4,22.1) | (10.8,12.6) | (5.3,8.8) | (2.9,4.1) | (13.2,15.0) | (22.2,26.5) |
| Managing or working in a family business | 4.1 | 3.0 | 0.7* | 1.4* | 3.5 | 2.0 |
| | (3.5,4.9) | (2.7,3.4) | (0.2,1.8) | (0.6,3.1) | (3.1,4.0) | (1.4,2.9) |
| Will be self-employed in own business/profession | 3.4 | 4.9 | 7.2 | 7.0 | 4.5 | 3.7 |
| | (2.8,4.1) | (4.2,5.8) | (5.2,9.8) | (5.4,8.9) | (4.0,5.1) | (2.5,5.6) |
| Will be an unpaid worker (volunteer) | 1.1 | 1.2 | 0.8* | 0.9* | 0.9 | 2.3 |
| | (0.8,1.7) | (0.8,1.7) | (0.3,1.7) | (0.4,1.7) | (0.7,1.3) | (1.5,3.4) |
| None of the above | 7.6 | 3.6 | 1.6 | 2.8* | 4.9 | 9.0 |
| | (6.5,8.9) | (3.1,4.2) | (1.0,2.7) | (1.5,5.1) | (4.3,5.7) | (7.4,10.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 74.3**
*Employment Situation Right After Separation/Retirement: By Retirement/Separation*

74. Which of the following describes your employment situation right after separation/retirement?

*Mark all that apply.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 388 | 3,003 | 456 | 4,908 | 544 | 5,023 |
| Not Responding on Item | 59 | 377 | 111 | 524 | 144 | 487 |
| Responding on Item | 3,440 | 14,590 | 3,978 | 18,201 | 5,748 | 24,682 |
| Have already obtained a full-time civilian job | 42.3 | 42.5 | 35.9 | 32.8 | 35.3 | 35.1 |
| | (38.0,46.8) | (40.0,45.0) | (29.9,42.3) | (30.8,34.9) | (28.8,42.5) | (33.5,36.8) |
| Have already obtained a part-time civilian job | 4.3* | 7.0 | 4.7 | 9.7 | 4.8 | 6.4 |
| | (2.3,7.8) | (5.6,8.7) | (3.6,6.2) | (8.3,11.4) | (3.3,7.0) | (5.7,7.3) |
| Looking for a full-time civilian job | 46.9 | 37.2 | 51.6 | 35.9 | 51.6 | 39.0 |
| | (43.1,50.7) | (34.6,39.8) | (47.2,56.0) | (33.1,38.8) | (45.8,57.4) | (36.9,41.1) |
| Looking for a part-time civilian job | 7.4 | 11.8 | 7.8 | 20.3 | 9.3 | 17.9 |
| | (5.1,10.7) | (10.3,13.6) | (5.3,11.4) | (18.7,21.9) | (7.1,12.1) | (16.5,19.3) |
| Managing or working in a family business | 3.2* | 3.2 | 2.8* | 4.3 | 2.6 | 2.9 |
| | (1.5,6.4) | (2.4,4.3) | (1.4,5.5) | (3.3,5.6) | (1.7,3.9) | (2.3,3.6) |
| Will be self-employed in own business/profession | 7.4 | 4.3 | 7.0 | 3.4 | 7.2 | 3.7 |
| | (5.4,10.2) | (3.5,5.3) | (4.4,11.0) | (2.4,4.9) | (4.9,10.6) | (3.1,4.5) |
| Will be an unpaid worker (volunteer) | 0.6* | 0.9 | 1.5* | 1.4 | 1.7* | 0.9 |
| | (0.2,2.0) | (0.5,1.5) | (0.5,4.0) | (0.8,2.5) | (0.9,3.5) | (0.6,1.2) |
| None of the above | 1.8* | 5.9 | 2.9 | 5.6 | 3.5 | 6.5 |
| | (0.7,4.6) | (4.4,7.8) | (1.8,4.8) | (4.7,6.6) | (2.4,5.1) | (5.6,7.6) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 75.1**
*Type of Civilian Employment Right After Separation/Retirement:  By Service*

75.  Which of the following best describes what you think your civilian employment will be right after separation/retirement?

*Mark one.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 14,390 | 14,314 | 7,133 | 2,793 | 1,656 | 2,732 | 77 |
| Not Responding on Item | 4,720 | 4,643 | 2,123 | 936 | 660 | 926 | 77 |
| Responding on Item | 67,768 | 67,035 | 28,107 | 15,704 | 9,122 | 14,102 | 733 |
| Federal Government | 10.8 | 10.8 | 13.3 | 9.4 | 8.6 | 8.9 | 7.5* |
| | (9.9,11.6) | (10.0,11.7) | (11.8,14.9) | (8.0,10.9) | (7.6,9.6) | (7.4,10.7) | (2.8,18.3) |
| State Government | 9.0 | 9.1 | 11.1 | 6.8 | 9.7 | 7.2 | 4.5* |
| | (8.1,10.1) | (8.1,10.2) | (9.4,13.1) | (5.5,8.2) | (8.9,10.5) | (4.8,10.6) | (1.9,10.2) |
| Local Government (including public schools) | 7.2 | 7.2 | 8.4 | 6.5 | 7.8 | 5.0 | 13.4 |
| | (6.7,7.8) | (6.6,7.7) | (7.5,9.3) | (5.6,7.7) | (7.0,8.7) | (3.9,6.5) | (8.5,20.7) |
| Self-employed in own business | 3.9 | 3.9 | 4.4 | 4.1 | 3.2 | 2.9 | 10.4 |
| | (3.5,4.4) | (3.4,4.4) | (3.6,5.3) | (3.2,5.1) | (2.6,4.0) | (2.0,4.1) | (6.4,16.7) |
| Private firm with more than 500 employees | 31.9 | 32.0 | 28.3 | 33.3 | 27.8 | 40.8 | 22.4* |
| | (30.7,33.2) | (30.8,33.3) | (27.0,29.7) | (29.9,36.8) | (25.6,30.2) | (37.6,44.0) | (11.9,38.2) |
| Private firm with 100-499 employees | 17.9 | 17.9 | 14.1 | 21.8 | 19.5 | 20.4 | 16.4* |
| | (17.0,18.9) | (17.0,18.9) | (12.8,15.4) | (19.5,24.4) | (18.1,21.0) | (18.0,22.9) | (8.0,30.6) |
| Private firm with less than 100 employees | 15.7 | 15.6 | 15.8 | 15.5 | 18.6 | 13.3 | 20.9 |
| | (14.7,16.6) | (14.7,16.6) | (14.3,17.5) | (14.2,16.9) | (16.8,20.4) | (11.0,16.0) | (19.3,22.5) |
| Managing or working in a family business | 3.5 | 3.5 | 4.6 | 2.7 | 4.8 | 1.5 | 4.5* |
| | (3.1,4.0) | (3.1,4.0) | (4.0,5.3) | (1.9,3.8) | (3.7,6.0) | (1.0,2.2) | (1.9,10.2) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 75.2**
*Type of Civilian Employment Right After Separation/Retirement: By Paygrade and Gender*

75. Which of the following best describes what you think your civilian employment will be right after separation/retirement?

*Mark one.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 9,199 | 3,637 | 1,038 | 506 | 11,493 | 2,866 |
| Not Responding on Item | 2,583 | 1,690 | 262 | 192 | 3,943 | 761 |
| Responding on Item | 34,872 | 23,702 | 4,418 | 4,730 | 58,545 | 9,118 |
| Federal Government | 11.3 | 11.0 | 6.2 | 9.3 | 10.2 | 14.5 |
| | (10.0,12.8) | (10.1,12.1) | (4.5,8.5) | (7.1,12.0) | (9.3,11.2) | (12.8,16.4) |
| State Government | 11.6 | 7.0 | 4.0 | 4.5 | 9.0 | 9.1 |
| | (9.9,13.7) | (6.3,7.8) | (2.5,6.4) | (2.7,7.3) | (8.0,10.1) | (6.8,12.1) |
| Local Government (including public schools) | 8.5 | 6.7 | 2.8 | 4.5 | 6.7 | 10.7 |
| | (7.7,9.4) | (5.9,7.6) | (1.7,4.4) | (3.3,5.9) | (6.2,7.3) | (8.7,13.1) |
| Self-employed in own business | 4.1 | 2.8 | 5.3 | 7.2 | 4.0 | 3.1 |
| | (3.4,4.9) | (2.2,3.6) | (3.6,7.7) | (5.8,8.9) | (3.6,4.6) | (2.2,4.5) |
| Private firm with more than 500 employees | 24.5 | 36.8 | 55.7 | 40.4 | 33.0 | 25.0 |
| | (23.1,25.9) | (34.3,39.4) | (51.3,60.0) | (37.5,43.3) | (31.7,34.4) | (22.1,28.1) |
| Private firm with 100-499 employees | 15.8 | 20.8 | 15.2 | 21.8 | 17.8 | 18.8 |
| | (14.6,17.0) | (18.9,22.8) | (12.7,18.2) | (20.0,23.6) | (16.7,18.9) | (16.5,21.3) |
| Private firm with less than 100 employees | 18.7 | 13.0 | 10.1 | 11.3 | 15.6 | 15.9 |
| | (17.3,20.2) | (11.7,14.5) | (8.2,12.3) | (9.4,13.6) | (14.7,16.6) | (13.9,18.1) |
| Managing or working in a family business | 5.4 | 1.8 | 0.8* | 1.2* | 3.6 | 2.9 |
| | (4.7,6.1) | (1.4,2.2) | (0.2,2.6) | (0.5,2.7) | (3.2,4.1) | (1.9,4.4) |

\* Low precision and/or unweighted denominator size between 30 and 59.

† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 75.3**
*Type of Civilian Employment Right After Separation/Retirement: By Retirement/Separation*

75. Which of the following best describes what you think your civilian employment will be right after separation/retirement?

*Mark one.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 388 | 3,003 | 456 | 4,908 | 544 | 5,023 |
| Not Responding on Item | 260 | 1,003 | 227 | 1,244 | 485 | 1,472 |
| Responding on Item | 3,239 | 13,964 | 3,862 | 17,482 | 5,407 | 23,696 |
| Federal Government | 10.9 | 11.9 | 11.3 | 9.9 | 11.2 | 10.6 |
| | (8.5,13.8) | (10.2,13.8) | (8.3,15.3) | (8.5,11.5) | (8.6,14.3) | (9.5,11.8) |
| State Government | 5.8 | 11.0 | 4.7 | 9.4 | 4.2 | 9.9 |
| | (3.8,8.8) | (9.3,12.9) | (3.0,7.2) | (8.1,10.8) | (3.0,6.0) | (8.4,11.5) |
| Local Government (including public schools) | 7.3 | 7.3 | 7.2 | 7.3 | 6.8 | 7.2 |
| | (4.7,11.0) | (5.9,8.9) | (5.3,9.7) | (5.8,9.1) | (4.3,10.8) | (6.1,8.5) |
| Self-employed in own business | 4.4 | 3.7 | 4.8 | 4.7 | 4.6 | 3.2 |
| | (3.1,6.3) | (2.7,5.1) | (3.2,7.1) | (3.5,6.2) | (3.0,6.9) | (2.5,4.0) |
| Private firm with more than 500 employees | 40.4 | 34.4 | 35.4 | 27.2 | 38.7 | 30.7 |
| | (35.0,46.1) | (31.9,37.1) | (29.6,41.6) | (25.1,29.3) | (34.0,43.6) | (28.7,32.7) |
| Private firm with 100-499 employees | 21.6 | 15.2 | 26.9 | 16.6 | 23.6 | 17.3 |
| | (18.0,25.7) | (13.6,17.0) | (23.1,31.1) | (15.3,18.0) | (19.1,28.8) | (15.9,18.7) |
| Private firm with less than 100 employees | 8.6 | 13.3 | 8.2 | 19.8 | 10.3 | 17.4 |
| | (6.0,12.1) | (11.7,15.2) | (5.8,11.6) | (16.5,23.6) | (7.8,13.5) | (15.8,19.2) |
| Managing or working in a family business | 1.1* | 3.2 | 1.4* | 5.2 | 0.6* | 3.9 |
| | (0.4,2.9) | (2.4,4.1) | (0.6,3.2) | (4.2,6.3) | (0.2,2.3) | (3.3,4.6) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 76.1**

*Similarity Between Civilian Job and Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC): By Service*

76. To what extent will your civilian job be similar to your Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC)?

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 14,390 | 14,314 | 7,133 | 2,793 | 1,656 | 2,732 | 77 |
| Not Responding on Item | 1,785 | 1,764 | 1,008 | 239 | 228 | 289 | 22 |
| Responding on Item | 70,703 | 69,915 | 29,221 | 16,400 | 9,554 | 14,739 | 788 |
| Don't know | 15.6 | 15.6 | 17.1 | 16.9 | 12.1 | 13.4 | 15.3 |
| | *(14.7,16.5)* | *(14.7,16.5)* | *(15.7,18.5)* | *(15.1,18.9)* | *(10.7,13.6)* | *(11.5,15.6)* | *(9.8,23.0)* |
| Very large extent | 15.6 | 15.6 | 14.6 | 14.6 | 11.6 | 21.4 | 13.9 |
| | *(14.8,16.5)* | *(14.8,16.5)* | *(13.4,15.9)* | *(13.4,16.0)* | *(10.2,13.1)* | *(18.7,24.3)* | *(8.3,22.3)* |
| Large extent | 14.9 | 14.9 | 12.3 | 15.2 | 15.0 | 19.5 | 16.7 |
| | *(14.2,15.6)* | *(14.2,15.6)* | *(11.7,13.0)* | *(13.5,17.0)* | *(13.3,16.8)* | *(17.5,21.5)* | *(9.5,27.7)* |
| Moderate extent | 14.1 | 14.0 | 13.2 | 16.2 | 15.6 | 12.4 | 18.1 |
| | *(13.3,14.9)* | *(13.3,14.8)* | *(12.3,14.1)* | *(14.2,18.4)* | *(14.1,17.2)* | *(10.5,14.6)* | *(10.1,30.3)* |
| Small extent | 11.5 | 11.5 | 11.3 | 11.7 | 12.1 | 11.4 | 13.9* |
| | *(10.9,12.3)* | *(10.8,12.2)* | *(10.5,12.2)* | *(10.0,13.6)* | *(10.6,13.7)* | *(9.7,13.4)* | *(6.9,25.9)* |
| Not at all | 28.3 | 28.4 | 31.6 | 25.4 | 33.8 | 21.9 | 22.2 |
| | *(27.4,29.3)* | *(27.5,29.3)* | *(30.3,32.9)* | *(23.9,27.0)* | *(32.2,35.4)* | *(19.2,24.9)* | *(15.3,31.1)* |

\* Low precision and/or unweighted denominator size between 30 and 59.

† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 76.2**
*Similarity Between Civilian Job and Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC): By Paygrade and Gender*

76. To what extent will your civilian job be similar to your Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC)?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 9,199 | 3,637 | 1,038 | 506 | 11,493 | 2,866 |
| Not Responding on Item | 1,025 | 545 | 132 | 85 | 1,583 | 202 |
| Responding on Item | 36,431 | 24,846 | 4,548 | 4,837 | 60,906 | 9,677 |
| Don't know | 20.0 | 12.3 | 6.5 | 7.5 | 15.0 | 19.2 |
| | (18.7,21.4) | (11.0,13.7) | (4.9,8.6) | (5.5,10.2) | (14.1,15.9) | (17.1,21.5) |
| Very large extent | 11.2 | 17.8 | 22.0 | 30.8 | 15.4 | 17.0 |
| | (10.0,12.6) | (16.7,19.1) | (18.9,25.6) | (27.6,34.2) | (14.5,16.4) | (14.5,19.8) |
| Large extent | 12.4 | 17.0 | 16.2 | 21.8 | 14.7 | 15.8 |
| | (11.3,13.4) | (15.8,18.2) | (14.2,18.3) | (19.2,24.6) | (14.0,15.4) | (13.5,18.5) |
| Moderate extent | 11.8 | 16.6 | 16.8 | 15.7 | 14.3 | 12.6 |
| | (10.9,12.8) | (15.1,18.2) | (14.2,19.8) | (13.3,18.4) | (13.5,15.1) | (10.8,14.6) |
| Small extent | 10.4 | 12.0 | 18.2 | 11.2 | 11.9 | 9.3 |
| | (9.5,11.4) | (10.8,13.4) | (15.8,20.8) | (8.8,14.0) | (11.2,12.7) | (7.9,10.9) |
| Not at all | 34.1 | 24.3 | 20.3 | 13.0 | 28.7 | 26.2 |
| | (32.7,35.5) | (23.0,25.6) | (17.7,23.3) | (11.0,15.4) | (27.7,29.7) | (24.0,28.5) |

† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 76.3**
*Similarity Between Civilian Job and Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC): By Retirement/Separation*

76. To what extent will your civilian job be similar to your Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC)?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 388 | 3,003 | 456 | 4,908 | 544 | 5,023 |
| Not Responding on Item | 57 | 396 | 114 | 555 | 145 | 504 |
| Responding on Item | 3,442 | 14,571 | 3,976 | 18,170 | 5,746 | 24,665 |
| Don't know | 13.7 | 13.9 | 14.7 | 16.9 | 12.9 | 16.5 |
| | (9.7,19.0) | (12.4,15.6) | (10.7,19.8) | (14.9,19.2) | (10.3,16.2) | (15.0,18.0) |
| Very large extent | 24.1 | 15.1 | 19.2 | 15.3 | 15.7 | 14.3 |
| | (20.0,28.7) | (13.2,17.1) | (15.5,23.6) | (13.8,16.9) | (13.5,18.1) | (13.0,15.8) |
| Large extent | 20.6 | 14.1 | 17.5 | 12.4 | 19.3 | 14.9 |
| | (17.1,24.5) | (12.3,16.1) | (13.4,22.4) | (11.1,13.9) | (16.9,22.1) | (13.6,16.4) |
| Moderate extent | 12.8 | 13.4 | 21.8 | 12.4 | 16.6 | 14.1 |
| | (8.8,18.1) | (12.0,15.0) | (15.9,29.0) | (11.0,13.9) | (14.1,19.6) | (12.8,15.6) |
| Small extent | 11.8 | 10.3 | 8.9 | 11.0 | 14.6 | 12.4 |
| | (9.3,15.0) | (9.1,11.7) | (6.6,11.9) | (9.5,12.6) | (11.6,18.3) | (11.4,13.4) |
| Not at all | 17.0 | 33.2 | 17.9 | 32.0 | 20.8 | 27.7 |
| | (13.9,20.7) | (30.5,36.0) | (14.0,22.7) | (30.0,34.0) | (18.1,23.8) | (26.4,29.1) |

† Separatees who do not plan to do any paid civilian work right after leaving active duty (Q72 = 1).

**Table 77.1**

*Effect of Military Experiences on Member's Personal Characteristics and Attitudes That Would/Will Help Obtain a Civilian Job: By Service*

77. What effect, if any, have your military experiences had on the development of personal characteristics and attitudes that would/will help you obtain a civilian job?

*Please answer regardless of what you will do right after separation.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 983 | 961 | 588 | 150 | 117 | 106 | 22 |
| Responding on Item | 85,895 | 85,031 | 36,774 | 19,282 | 11,321 | 17,654 | 864 |
| Strong positive effect | 32.0 | 32.0 | 29.4 | 32.0 | 38.6 | 33.1 | 32.9 |
| | (31.1,32.9) | (31.1,32.9) | (28.6,30.2) | (29.8,34.3) | (35.9,41.4) | (30.6,35.8) | (20.7,48.0) |
| Positive effect | 46.7 | 46.6 | 44.8 | 49.5 | 44.1 | 49.1 | 49.4 |
| | (45.5,47.8) | (45.5,47.8) | (43.0,46.6) | (47.3,51.8) | (41.6,46.6) | (46.3,51.8) | (48.1,50.6) |
| No effect | 16.9 | 16.9 | 21.1 | 14.2 | 13.0 | 13.7 | 13.9* |
| | (16.0,17.9) | (16.0,17.9) | (19.4,22.9) | (12.6,16.1) | (11.5,14.7) | (12.0,15.6) | (5.5,31.1) |
| Negative effect | 2.9 | 2.9 | 3.2 | 2.9 | 2.7 | 2.4 | 2.5 |
| | (2.3,3.5) | (2.3,3.5) | (2.2,4.6) | (2.1,3.9) | (2.0,3.6) | (1.7,3.4) | (2.5,2.6) |
| Strong negative effect | 1.6 | 1.6 | 1.6 | 1.3 | 1.6 | 1.7 | 1.3* |
| | (1.3,1.9) | (1.3,1.9) | (1.3,2.0) | (0.8,2.2) | (1.2,2.2) | (1.0,3.0) | (0.2,7.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 77.2**

*Effect of Military Experiences on Member's Personal Characteristics and Attitudes That Would/Will Help Obtain a Civilian Job: By Paygrade and Gender*

77. What effect, if any, have your military experiences had on the development of personal characteristics and attitudes that would/will help you obtain a civilian job?

*Please answer regardless of what you will do right after separation.*

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 668 | 261 | 33 | 21 | | 865 | 118 |
| Responding on Item | 45,986 | 28,768 | 5,685 | 5,406 | | 73,116 | 12,627 |
| Strong positive effect | 25.0 | 37.2 | 46.1 | 49.3 | | 32.7 | 28.2 |
| | (24.0,26.1) | (35.4,39.0) | (42.6,49.6) | (46.1,52.6) | | (31.7,33.7) | (26.0,30.6) |
| Positive effect | 45.8 | 49.1 | 44.7 | 43.0 | | 46.3 | 48.5 |
| | (43.9,47.7) | (47.6,50.7) | (41.5,47.9) | (39.6,46.5) | | (45.1,47.6) | (45.9,51.1) |
| No effect | 22.6 | 11.5 | 7.4 | 6.4 | | 16.7 | 18.0 |
| | (21.1,24.2) | (10.4,12.8) | (5.8,9.4) | (4.5,9.0) | | (15.6,17.8) | (16.4,19.7) |
| Negative effect | 4.2 | 1.4 | 1.6 | 1.0* | | 2.7 | 3.6 |
| | (3.3,5.4) | (1.0,1.9) | (0.9,2.7) | (0.4,2.1) | | (2.2,3.5) | (2.6,4.9) |
| Strong negative effect | 2.4 | 0.7 | 0.3* | 0.3* | | 1.6 | 1.7 |
| | (1.9,3.0) | (0.5,1.1) | (0.1,0.9) | (0.1,1.0) | | (1.2,2.0) | (1.2,2.3) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 77.3**

*Effect of Military Experiences on Member's Personal Characteristics and Attitudes That Would/Will Help Obtain a Civilian Job: By Retirement/Separation*

77. What effect, if any, have your military experiences had on the development of personal characteristics and attitudes that would/will help you obtain a civilian job?

*Please answer regardless of what you will do right after separation.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 11 | 183 | 67 | 360 | 69 | 293 |
| Responding on Item | 3,876 | 17,787 | 4,479 | 23,273 | 6,367 | 29,898 |
| Strong positive effect | 48.6 | 31.5 | 42.7 | 26.4 | 42.2 | 30.8 |
| | *(44.2,52.9)* | *(29.7,33.3)* | *(36.6,49.0)* | *(24.6,28.2)* | *(38.5,45.9)* | *(29.5,32.1)* |
| Positive effect | 41.3 | 42.4 | 48.3 | 47.8 | 49.1 | 48.2 |
| | *(37.3,45.4)* | *(40.0,44.9)* | *(43.2,53.5)* | *(45.2,50.4)* | *(45.9,52.3)* | *(46.7,49.7)* |
| No effect | 9.1 | 18.7 | 8.5 | 20.9 | 7.1 | 17.1 |
| | *(6.1,13.5)* | *(17.0,20.6)* | *(5.8,12.5)* | *(19.3,22.5)* | *(5.7,9.0)* | *(15.2,19.1)* |
| Negative effect | 0.9* | 4.2 | 0.1* | 3.3 | 1.3* | 2.7 |
| | *(0.3,2.4)* | *(3.1,5.8)* | *(0.0,0.3)* | *(2.7,4.2)* | *(0.6,2.8)* | *(2.0,3.6)* |
| Strong negative effect | 0.1* | 3.1 | 0.3* | 1.6 | 0.3* | 1.2 |
| | *(0.0,0.7)* | *(2.1,4.5)* | *(0.1,1.5)* | *(1.2,2.2)* | *(0.0,1.5)* | *(1.0,1.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 78.1**

*Degree of Interest in Working in Civilian Job Similar to Military MOS/Rating/Designator/AFSC:  By Service*

78.  How interested are you in working in a civilian job that is similar to your military MOS/Rating/Designator/AFSC?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable† | 1,550 | 1,539 | 843 | 266 | 143 | 287 | 11 |
| Not Responding on Item | 1,039 | 1,029 | 616 | 156 | 114 | 142 | 11 |
| Responding on Item | 84,289 | 83,424 | 35,902 | 19,010 | 11,181 | 17,331 | 864 |
| Very interested | 28.5 | 28.5 | 27.3 | 26.6 | 26.5 | 34.5 | 24.1 |
| | *(27.6,29.3)* | *(27.7,29.4)* | *(26.1,28.5)* | *(25.1,28.2)* | *(24.5,28.6)* | *(32.0,37.2)* | *(17.9,31.6)* |
| Interested | 25.4 | 25.4 | 24.2 | 27.3 | 26.8 | 24.8 | 29.1 |
| | *(24.1,26.9)* | *(24.0,26.8)* | *(21.5,27.2)* | *(25.3,29.4)* | *(25.4,28.3)* | *(22.5,27.2)* | *(26.0,32.4)* |
| Neither interested or uninterested | 17.0 | 17.0 | 18.2 | 17.8 | 18.1 | 12.8 | 13.9 |
| | *(16.3,17.7)* | *(16.3,17.7)* | *(17.4,19.2)* | *(16.1,19.7)* | *(16.6,19.6)* | *(11.4,14.4)* | *(11.9,16.2)* |
| Uninterested | 25.4 | 25.4 | 24.2 | 27.3 | 26.8 | 24.8 | 29.1 |
| | *(24.1,26.9)* | *(24.0,26.8)* | *(21.5,27.2)* | *(25.3,29.4)* | *(25.4,28.3)* | *(22.5,27.2)* | *(26.0,32.4)* |
| Very uninterested | 28.5 | 28.5 | 27.3 | 26.6 | 26.5 | 34.5 | 24.1 |
| | *(27.6,29.3)* | *(27.7,29.4)* | *(26.1,28.5)* | *(25.1,28.2)* | *(24.5,28.6)* | *(32.0,37.2)* | *(17.9,31.6)* |

† Separatees who responded "Not applicable, do not plan to have a civilian job."

**Table 78.2**

*Degree of Interest in Working in Civilian Job Similar to Military MOS/Rating/Designator/AFSC:  By Paygrade and Gender*

78.  How interested are you in working in a civilian job that is similar to your military MOS/Rating/Designator/AFSC?

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 934 | 414 | 101 | 95 | 1,249 | 303 |
| Not Responding on Item | 650 | 304 | 48 | 24 | 887 | 148 |
| Responding on Item | 45,070 | 28,311 | 5,569 | 5,308 | 71,846 | 12,294 |
| Very interested | 23.8 | 33.3 | 28.8 | 42.1 | 28.7 | 27.6 |
| | *(22.6,25.2)* | *(31.8,34.8)* | *(25.6,32.2)* | *(39.9,44.3)* | *(27.7,29.6)* | *(25.8,29.5)* |
| Interested | 24.4 | 27.3 | 24.6 | 25.0 | 25.7 | 24.0 |
| | *(22.1,26.9)* | *(26.0,28.6)* | *(22.4,27.1)* | *(22.6,27.7)* | *(24.1,27.3)* | *(22.3,25.7)* |
| Neither interested or uninterested | 19.3 | 14.6 | 13.7 | 13.5 | 17.1 | 16.0 |
| | *(18.3,20.3)* | *(13.5,15.8)* | *(12.0,15.5)* | *(11.8,15.3)* | *(16.4,17.9)* | *(14.8,17.2)* |
| Uninterested | 24.4 | 27.3 | 24.6 | 25.0 | 25.7 | 24.0 |
| | *(22.1,26.9)* | *(26.0,28.6)* | *(22.4,27.1)* | *(22.6,27.7)* | *(24.1,27.3)* | *(22.3,25.7)* |
| Very uninterested | 23.8 | 33.3 | 28.8 | 42.1 | 28.7 | 27.6 |
| | *(22.6,25.2)* | *(31.8,34.8)* | *(25.6,32.2)* | *(39.9,44.3)* | *(27.7,29.6)* | *(25.8,29.5)* |

† Separatees who responded "Not applicable, do not plan to have a civilian job."

**Table 78.3**

*Degree of Interest in Working in Civilian Job Similar to Military MOS/Rating/Designator/AFSC: By Retirement/Separation*

78. How interested are you in working in a civilian job that is similar to your military MOS/Rating/Designator/AFSC?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 34 | 392 | 30 | 605 | 82 | 398 |
| Not Responding on Item | 29 | 220 | 71 | 396 | 54 | 270 |
| Responding on Item | 3,824 | 17,358 | 4,445 | 22,632 | 6,301 | 29,524 |
| Very interested | 40.0 | 29.7 | 32.8 | 25.7 | 32.4 | 26.9 |
| | (35.0,45.3) | (27.2,32.4) | (29.5,36.4) | (24.3,27.2) | (29.3,35.7) | (25.1,28.8) |
| Interested | 25.3 | 23.6 | 31.9 | 22.1 | 29.7 | 27.1 |
| | (21.1,30.1) | (21.2,26.2) | (27.6,36.5) | (20.3,23.9) | (27.4,32.1) | (25.3,29.1) |
| Neither interested or uninterested | 14.0 | 16.4 | 12.5 | 18.4 | 16.3 | 17.5 |
| | (11.3,17.3) | (14.6,18.3) | (9.3,16.5) | (16.6,20.4) | (13.8,19.2) | (16.0,19.1) |
| Uninterested | 25.3 | 23.6 | 31.9 | 22.1 | 29.7 | 27.1 |
| | (21.1,30.1) | (21.2,26.2) | (27.6,36.5) | (20.3,23.9) | (27.4,32.1) | (25.3,29.1) |
| Very uninterested | 40.0 | 29.7 | 32.8 | 25.7 | 32.4 | 26.9 |
| | (35.0,45.3) | (27.2,32.4) | (29.5,36.4) | (24.3,27.2) | (29.3,35.7) | (25.1,28.8) |

† Separatees who responded "Not applicable, do not plan to have a civilian job."

**Table 79a.1**
*Nature of Influence on Decision to Leave Military--Your Spouse:  By Service*

79a.  What influence did the following people have on your decision to leave?  Your spouse

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable† | 38,987 | 38,714 | 17,439 | 8,939 | 5,946 | 6,390 | 273 |
| Not Responding on Item | 1,786 | 1,753 | 966 | 311 | 249 | 227 | 33 |
| Responding on Item | 46,105 | 45,525 | 18,956 | 10,182 | 5,243 | 11,143 | 580 |
| Strongly encouraged me to leave | 29.8 | 29.9 | 31.4 | 30.3 | 27.7 | 28.0 | 20.8* |
| | (28.7,30.9) | (28.8,31.1) | (29.5,33.4) | (28.2,32.5) | (25.1,30.6) | (25.8,30.3) | (11.4,34.8) |
| Encouraged me to leave | 17.9 | 17.8 | 16.8 | 16.8 | 13.6 | 22.6 | 26.4* |
| | (16.9,19.0) | (16.8,18.9) | (15.3,18.3) | (14.8,19.0) | (11.9,15.5) | (19.7,25.8) | (18.9,35.6) |
| Neither encouraged nor discouraged me to stay | 41.6 | 41.5 | 39.0 | 43.6 | 46.0 | 41.7 | 49.1* |
| | (40.2,42.9) | (40.1,42.8) | (36.5,41.5) | (41.6,45.6) | (43.2,48.7) | (39.0,44.6) | (30.2,68.2) |
| Encouraged me to stay | 6.8 | 6.8 | 6.9 | 7.1 | 8.5 | 5.6 | 3.8* |
| | (6.0,7.6) | (6.0,7.7) | (5.5,8.6) | (5.7,8.7) | (6.1,11.7) | (4.6,6.7) | (3.6,3.9) |
| Strongly encouraged me to stay | 4.0 | 4.0 | 6.0 | 2.3 | 4.2 | 2.1 | 0.0* |
| | (3.5,4.5) | (3.5,4.6) | (5.0,7.2) | (1.9,2.8) | (3.0,5.8) | (1.4,3.2) | (N/A,N/A) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded "Not applicable."

**Table 79a.2**
*Nature of Influence on Decision to Leave Military--Your Spouse: By Paygrade and Gender*

79a. What influence did the following people have on your decision to leave? Your spouse

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 26,840 | 9,321 | 1,942 | 850 | 33,261 | 5,677 |
| Not Responding on Item | 1,186 | 480 | 75 | 46 | 1,547 | 231 |
| Responding on Item | 18,628 | 19,228 | 3,701 | 4,531 | 39,174 | 6,836 |
| Strongly encouraged me to leave | 32.8 | 27.8 | 28.7 | 27.1 | 29.8 | 30.2 |
| | (30.7,34.9) | (26.2,29.3) | (25.8,31.7) | (23.2,31.3) | (28.5,31.1) | (27.9,32.6) |
| Encouraged me to leave | 14.6 | 19.0 | 23.5 | 22.3 | 18.0 | 17.1 |
| | (13.1,16.4) | (17.6,20.6) | (20.7,26.5) | (17.5,27.9) | (16.9,19.3) | (14.6,20.0) |
| Neither encouraged nor discouraged me to stay | 39.9 | 42.1 | 43.9 | 43.9 | 41.0 | 45.2 |
| | (37.2,42.7) | (40.3,44.0) | (40.6,47.2) | (38.7,49.2) | (39.5,42.5) | (41.7,48.8) |
| Encouraged me to stay | 7.1 | 7.4 | 3.3 | 5.4 | 7.0 | 4.7 |
| | (5.6,9.0) | (6.4,8.5) | (2.2,4.9) | (4.1,7.2) | (6.2,8.0) | (3.2,6.8) |
| Strongly encouraged me to stay | 5.6 | 3.6 | 0.7* | 1.3 | 4.2 | 2.7 |
| | (4.6,6.8) | (3.0,4.3) | (0.3,1.7) | (0.9,1.9) | (3.6,4.8) | (1.8,4.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79a.3**
*Nature of Influence on Decision to Leave Military--Your Spouse:  By Retirement/Separation*

79a.   What influence did the following people have on your decision to leave?  Your spouse

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 673 | 7,450 | 677 | 13,203 | 1,266 | 15,638 |
| Not Responding on Item | 56 | 275 | 119 | 699 | 110 | 522 |
| Responding on Item | 3,158 | 10,245 | 3,750 | 9,731 | 5,060 | 14,031 |
| Strongly encouraged me to leave | 23.6 | 33.6 | 22.7 | 32.5 | 23.2 | 30.4 |
| | (19.3,28.7) | (31.0,36.3) | (19.6,26.1) | (29.6,35.7) | (20.1,26.7) | (28.2,32.6) |
| Encouraged me to leave | 18.1 | 16.3 | 21.3 | 15.6 | 19.7 | 19.3 |
| | (12.8,24.9) | (14.5,18.3) | (17.0,26.2) | (13.9,17.5) | (15.3,24.9) | (17.7,21.0) |
| Neither encouraged nor discouraged me to stay | 46.7 | 38.0 | 43.3 | 39.0 | 47.9 | 42.2 |
| | (40.5,53.0) | (35.4,40.5) | (39.9,46.8) | (36.2,41.9) | (42.7,53.0) | (40.1,44.3) |
| Encouraged me to stay | 7.3 | 6.6 | 10.0 | 6.9 | 6.7 | 5.8 |
| | (5.2,10.2) | (5.2,8.4) | (8.3,12.0) | (4.8,9.8) | (4.9,9.2) | (4.8,7.1) |
| Strongly encouraged me to stay | 4.3 | 5.6 | 2.7* | 5.9 | 2.5* | 2.3 |
| | (2.5,7.2) | (3.6,8.5) | (1.4,5.3) | (5.0,6.9) | (1.4,4.5) | (1.7,3.1) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79b.1**
*Nature of Influence on Decision to Leave Military—Your Fiancé or Girl/Boy Friend: By Service*

79b. What influence did the following people have on your decision to leave? Your fiancé or girl/boy friend

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable† | 58,155 | 57,554 | 23,598 | 13,319 | 7,595 | 13,041 | | 602 |
| Not Responding on Item | 6,012 | 5,881 | 2,832 | 1,200 | 674 | 1,175 | | 131 |
| Responding on Item | 22,710 | 22,557 | 10,932 | 4,914 | 3,168 | 3,544 | | 153 |
| Strongly encouraged me to leave | 24.1 | 24.1 | 23.4 | 29.4 | 23.4 | 19.5 | | NR |
| | (22.1,26.3) | (22.0,26.3) | (20.0,27.1) | (25.5,33.6) | (20.3,26.9) | (14.9,25.2) | | (NR,NR) |
| Encouraged me to leave | 18.7 | 18.6 | 18.5 | 19.8 | 16.6 | 19.0 | | NR |
| | (17.0,20.5) | (16.9,20.5) | (17.0,20.2) | (15.8,24.5) | (13.8,19.9) | (12.4,28.0) | | (NR,NR) |
| Neither encouraged nor discouraged me to stay | 47.1 | 47.2 | 47.3 | 42.0 | 48.4 | 53.2 | | NR |
| | (44.7,49.6) | (44.7,49.7) | (43.6,51.0) | (36.2,47.9) | (44.9,51.9) | (46.4,59.8) | | (NR,NR) |
| Encouraged me to stay | 6.5 | 6.6 | 7.3 | 6.1 | 6.3 | 5.3 | | NR |
| | (5.9,7.3) | (5.9,7.3) | (6.7,8.0) | (4.4,8.3) | (4.6,8.5) | (3.4,8.3) | | (N/A,N/A) |
| Strongly encouraged me to stay | 3.5 | 3.5 | 3.5 | 2.8* | 5.3 | 3.0* | | NR |
| | (2.8,4.5) | (2.7,4.5) | (2.4,5.1) | (1.4,5.3) | (3.5,8.0) | (1.4,6.1) | | (NR,NR) |

\* Low precision and/or unweighted denominator size between 30 and 59. NR: Unweighted denominator size less than 30. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.
† Separatees who responded "Not applicable."

**Table 79b.2**
*Nature of Influence on Decision to Leave Military--Your Fiancé or Girl/Boy Friend: By Paygrade and Gender*

79b. What influence did the following people have on your decision to leave? Your fiancé or girl/boy friend

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 28,097 | 21,050 | 4,432 | 4,566 | 49,735 | 8,331 |
| Not Responding on Item | 2,649 | 2,550 | 320 | 494 | 5,196 | 797 |
| Responding on Item | 15,908 | 5,429 | 966 | 367 | 19,050 | 3,617 |
| Strongly encouraged me to leave | 24.4 | 23.8 | 23.3 | 19.6* | 24.6 | 21.8 |
| | (21.7,27.3) | (21.1,26.7) | (19.6,27.5) | (9.1,37.0) | (22.3,27.0) | (17.9,26.1) |
| Encouraged me to leave | 19.3 | 16.6 | 23.5 | 12.0* | 18.9 | 17.6 |
| | (17.0,21.8) | (14.1,19.4) | (17.3,31.0) | (5.7,23.6) | (17.0,20.9) | (13.9,22.0) |
| Neither encouraged nor discouraged me to stay | 44.7 | 52.6 | 50.2 | 64.9 | 46.2 | 51.9 |
| | (41.5,47.9) | (49.2,56.1) | (42.8,57.6) | (48.2,78.6) | (43.5,49.0) | (47.4,56.3) |
| Encouraged me to stay | 7.7 | 4.0 | 2.7* | 3.5* | 6.7 | 5.5 |
| | (6.8,8.7) | (3.1,5.2) | (1.0,7.2) | (0.8,14.0) | (6.0,7.6) | (4.1,7.4) |
| Strongly encouraged me to stay | 3.9 | 3.0 | 0.3* | 0.0 | 3.6 | 3.2* |
| | (2.9,5.3) | (2.1,4.2) | (0.0,1.6) | (N/A,N/A) | (2.8,4.7) | (1.7,6.2) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded "Not applicable."

**Table 79b.3**
*Nature of Influence on Decision to Leave Military—Your Fiancé or Girl/Boy Friend:  By Retirement/Separation*

79b.  What influence did the following people have on your decision to leave?  Your fiancé or girl/boy friend

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 3,062 | 11,759 | 3,656 | 14,724 | 5,088 | 19,744 |
| Not Responding on Item | 473 | 1,305 | 568 | 1,262 | 713 | 1,645 |
| Responding on Item | 353 | 4,907 | 322 | 7,647 | 635 | 8,802 |
| Strongly encouraged me to leave | 15.3* | 27.6 | 29.0 | 25.5 | 14.4* | 21.8 |
| | (7.4,28.9) | (22.9,32.9) | (17.2,44.5) | (22.0,29.3) | (7.2,26.8) | (18.8,25.1) |
| Encouraged me to leave | 21.1* | 17.6 | 9.3* | 17.1 | 10.7* | 21.5 |
| | (9.5,40.6) | (13.5,22.8) | (3.2,24.2) | (13.6,21.3) | (4.8,22.2) | (19.1,24.2) |
| Neither encouraged nor discouraged me to stay | 54.4 | 45.2 | 57.6 | 45.4 | 72.7 | 47.1 |
| | (38.6,69.4) | (41.7,48.8) | (44.5,69.7) | (41.5,49.5) | (60.8,82.1) | (43.8,50.5) |
| Encouraged me to stay | 2.5* | 5.1 | 1.9* | 7.5 | 2.2* | 7.1 |
| | (0.7,8.3) | (3.9,6.7) | (0.6,5.8) | (5.9,9.5) | (0.4,10.2) | (6.0,8.5) |
| Strongly encouraged me to stay | 6.7* | 4.4 | 2.2* | 4.5 | 0.0 | 2.4 |
| | (1.7,22.5) | (2.7,7.2) | (0.6,8.4) | (3.0,6.7) | (N/A,N/A) | (1.8,3.3) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

† Separatees who responded "Not applicable."

**Table 79c.1**
*Nature of Influence on Decision to Leave Military--Your Father/Mother: By Service*

79c.  What influence did the following people have on your decision to leave?  Your father/mother

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable† | 17,066 | 16,924 | 7,315 | 4,202 | 1,894 | 3,512 | | 142 |
| Not Responding on Item | 2,616 | 2,550 | 1,453 | 426 | 333 | 337 | | 66 |
| Responding on Item | 67,196 | 66,518 | 28,594 | 14,803 | 9,210 | 13,911 | | 678 |
| Strongly encouraged me to leave | 15.9 | 15.9 | 18.2 | 16.3 | 14.1 | 12.2 | | 8.1 |
| | *(14.8,17.0)* | *(14.9,17.0)* | *(16.1,20.4)* | *(14.8,18.0)* | *(12.5,15.8)* | *(10.8,13.8)* | | *(5.4,11.8)* |
| Encouraged me to leave | 16.0 | 16.0 | 16.7 | 17.1 | 12.6 | 15.6 | | 14.5* |
| | *(15.2,16.8)* | *(15.2,16.8)* | *(16.0,17.5)* | *(14.8,19.7)* | *(11.1,14.3)* | *(13.9,17.4)* | | *(7.4,26.5)* |
| Neither encouraged nor discouraged me to stay | 53.9 | 53.9 | 50.9 | 52.4 | 57.2 | 59.5 | | 58.1 |
| | *(52.9,55.0)* | *(52.8,55.0)* | *(49.7,52.1)* | *(49.7,55.0)* | *(54.7,59.7)* | *(56.7,62.2)* | | *(33.6,79.1)* |
| Encouraged me to stay | 10.1 | 10.0 | 9.7 | 10.6 | 11.1 | 9.3 | | 14.5* |
| | *(9.5,10.7)* | *(9.4,10.7)* | *(8.9,10.7)* | *(9.1,12.2)* | *(9.7,12.7)* | *(8.0,10.8)* | | *(4.8,36.3)* |
| Strongly encouraged me to stay | 4.1 | 4.1 | 4.5 | 3.7 | 4.9 | 3.4 | | 4.8* |
| | *(3.6,4.8)* | *(3.6,4.8)* | *(3.4,5.8)* | *(3.0,4.6)* | *(3.9,6.1)* | *(2.7,4.3)* | | *(2.5,9.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79c.2**
*Nature of Influence on Decision to Leave Military--Your Father/Mother:  By Paygrade and Gender*

79c.  What influence did the following people have on your decision to leave?  Your father/mother

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 7,694 | 6,831 | 700 | 1,814 | 15,001 | 2,039 |
| Not Responding on Item | 1,378 | 1,014 | 85 | 139 | 2,277 | 331 |
| Responding on Item | 37,582 | 21,184 | 4,933 | 3,474 | 56,702 | 10,376 |
| Strongly encouraged me to leave | 18.9 | 13.4 | 8.8 | 7.7 | 15.5 | 17.8 |
| | (17.2,20.7) | (12.4,14.5) | (6.7,11.5) | (5.6,10.3) | (14.3,16.8) | (15.6,20.2) |
| Encouraged me to leave | 16.8 | 15.3 | 17.1 | 9.7 | 15.8 | 16.8 |
| | (15.8,17.8) | (13.8,16.9) | (15.2,19.1) | (7.0,13.3) | (15.0,16.7) | (15.0,18.8) |
| Neither encouraged nor discouraged me to stay | 49.7 | 58.0 | 58.3 | 69.2 | 54.6 | 50.4 |
| | (48.1,51.2) | (56.3,59.7) | (54.5,62.0) | (63.8,74.1) | (53.4,55.8) | (47.1,53.7) |
| Encouraged me to stay | 9.6 | 10.0 | 12.9 | 12.2 | 10.0 | 10.4 |
| | (8.8,10.4) | (8.8,11.2) | (10.9,15.2) | (8.0,18.1) | (9.3,10.7) | (8.9,12.2) |
| Strongly encouraged me to stay | 5.0 | 3.3 | 2.9 | 1.3* | 4.1 | 4.6 |
| | (4.1,6.1) | (2.9,3.9) | (2.4,3.6) | (0.6,3.0) | (3.5,4.8) | (3.8,5.4) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79c.3**
*Nature of Influence on Decision to Leave Military—Your Father/Mother: By Retirement/Separation*

79c. What influence did the following people have on your decision to leave? Your father/mother

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | 1,304 | 3,182 | 1,720 | 4,137 | 2,404 | 4,310 |
| Not Responding on Item | 210 | 514 | 219 | 783 | 264 | 594 |
| Responding on Item | 2,373 | 14,274 | 2,607 | 18,713 | 3,769 | 25,287 |
| Strongly encouraged me to leave | 6.0 | 17.3 | 10.1 | 20.0 | 10.1 | 14.2 |
| | (3.6,9.7) | (14.9,20.1) | (7.4,13.7) | (18.3,21.8) | (6.9,14.5) | (13.3,15.2) |
| Encouraged me to leave | 10.8 | 13.3 | 14.0 | 17.5 | 12.8 | 17.5 |
| | (7.8,14.8) | (11.8,15.0) | (9.7,19.9) | (16.0,19.1) | (8.9,18.1) | (15.9,19.2) |
| Neither encouraged nor discouraged me to stay | 71.8 | 49.8 | 70.0 | 49.3 | 70.3 | 54.1 |
| | (65.5,77.4) | (47.0,52.7) | (62.2,76.8) | (46.7,51.9) | (64.5,75.4) | (51.8,56.3) |
| Encouraged me to stay | 9.9 | 12.7 | 3.9 | 8.4 | 5.9 | 11.1 |
| | (5.8,16.3) | (11.2,14.4) | (2.2,6.9) | (7.2,9.8) | (3.5,9.9) | (9.8,12.5) |
| Strongly encouraged me to stay | 1.5* | 6.8 | 1.9* | 4.8 | 0.9* | 3.1 |
| | (0.6,3.7) | (5.4,8.5) | (0.5,6.8) | (3.9,5.9) | (0.3,2.8) | (2.5,3.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 79d.1**
*Nature of Influence on Decision to Leave Military--Other Relatives or Close Friends:  By Service*

79d.   What influence did the following people have on your decision to leave?   Other relatives or close friends

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 16,637 | 16,516 | 7,364 | 3,914 | 1,871 | 3,368 | 120 |
| Not Responding on Item | 2,450 | 2,395 | 1,344 | 406 | 285 | 361 | 55 |
| Responding on Item | 67,791 | 67,080 | 28,655 | 15,113 | 9,282 | 14,031 | 711 |
| Strongly encouraged me to leave | 18.8 | 19.0 | 21.4 | 19.0 | 16.0 | 15.8 | 7.7 |
| | (17.9,19.8) | (18.0,19.9) | (19.8,23.2) | (17.1,21.1) | (14.3,17.8) | (14.4,17.3) | (5.0,11.6) |
| Encouraged me to leave | 20.3 | 20.3 | 21.0 | 20.1 | 18.3 | 20.3 | 24.6 |
| | (19.4,21.3) | (19.3,21.2) | (19.7,22.5) | (18.2,22.1) | (16.8,19.9) | (17.9,22.9) | (18.5,32.0) |
| Neither encouraged nor discouraged me to stay | 51.5 | 51.4 | 48.1 | 50.5 | 55.6 | 56.5 | 61.5 |
| | (50.6,52.5) | (50.5,52.4) | (46.8,49.3) | (48.4,52.7) | (53.6,57.6) | (53.9,59.1) | (51.0,71.1) |
| Encouraged me to stay | 6.8 | 6.8 | 6.8 | 7.9 | 6.6 | 5.9 | 4.6* |
| | (6.2,7.5) | (6.2,7.5) | (5.8,7.9) | (6.5,9.6) | (5.8,7.6) | (4.8,7.2) | (2.3,8.9) |
| Strongly encouraged me to stay | 2.5 | 2.5 | 2.7 | 2.5 | 3.5 | 1.5 | 1.5* |
| | (2.1,2.9) | (2.1,2.9) | (2.0,3.5) | (2.0,3.1) | (2.9,4.4) | (1.0,2.3) | (0.3,8.2) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79d.2**
*Nature of Influence on Decision to Leave Military--Other Relatives or Close Friends:  By Paygrade and Gender*

79d.  What influence did the following people have on your decision to leave?  Other relatives or close friends

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 8,315 | 6,057 | 739 | 1,506 | 14,513 | 2,088 |
| Not Responding on Item | 1,230 | 1,007 | 52 | 159 | 2,121 | 312 |
| Responding on Item | 37,109 | 21,965 | 4,928 | 3,762 | 57,346 | 10,345 |
| Strongly encouraged me to leave | 21.8 | 16.8 | 10.7 | 12.3 | 19.0 | 18.1 |
| | (20.3,23.3) | (15.7,18.0) | (8.9,12.9) | (9.9,15.3) | (18.0,20.1) | (15.9,20.4) |
| Encouraged me to leave | 19.8 | 20.9 | 23.6 | 17.6 | 20.3 | 20.6 |
| | (18.6,21.1) | (19.2,22.7) | (19.9,27.8) | (14.3,21.6) | (19.3,21.3) | (18.4,23.0) |
| Neither encouraged nor discouraged me to stay | 48.9 | 52.4 | 58.4 | 63.8 | 51.5 | 51.5 |
| | (47.5,50.3) | (50.7,54.0) | (52.9,63.7) | (59.9,67.6) | (50.5,52.6) | (48.6,54.4) |
| Encouraged me to stay | 6.8 | 7.2 | 6.6 | 4.9 | 6.6 | 8.1 |
| | (5.9,7.8) | (6.3,8.3) | (5.4,8.2) | (4.1,5.9) | (5.9,7.3) | (6.5,10.0) |
| Strongly encouraged me to stay | 2.7 | 2.7 | 0.6* | 1.3* | 2.6 | 1.8 |
| | (2.2,3.4) | (2.2,3.2) | (0.2,2.3) | (0.7,2.4) | (2.2,3.1) | (1.1,2.8) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79d.3**
*Nature of Influence on Decision to Leave Military--Other Relatives or Close Friends: By Retirement/Separation*

79d. What influence did the following people have on your decision to leave? Other relatives or close friends

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 1,153 | 3,259 | 1,357 | 4,309 | 1,910 | 4,637 |
| Not Responding on Item | 224 | 511 | 216 | 621 | 276 | 571 |
| Responding on Item | 2,510 | 14,200 | 2,973 | 18,703 | 4,250 | 24,983 |
| Strongly encouraged me to leave | 10.7 | 21.4 | 11.5 | 22.2 | 12.5 | 17.5 |
| | *(7.7,14.7)* | *(18.9,24.3)* | *(8.3,15.7)* | *(19.4,25.2)* | *(9.6,16.0)* | *(16.2,18.8)* |
| Encouraged me to leave | 19.8 | 19.7 | 17.1 | 21.2 | 16.8 | 21.2 |
| | *(13.8,27.5)* | *(17.5,22.2)* | *(12.1,23.6)* | *(19.0,23.5)* | *(14.1,19.8)* | *(19.8,22.6)* |
| Neither encouraged nor discouraged me to stay | 63.3 | 46.2 | 65.0 | 47.9 | 66.3 | 52.0 |
| | *(54.5,71.3)* | *(42.8,49.6)* | *(58.1,71.3)* | *(45.8,50.0)* | *(62.3,70.2)* | *(49.1,54.9)* |
| Encouraged me to stay | 4.1 | 8.5 | 4.6* | 6.1 | 2.9 | 7.6 |
| | *(2.3,7.2)* | *(7.2,9.9)* | *(2.5,8.4)* | *(5.1,7.3)* | *(2.2,3.9)* | *(6.6,8.8)* |
| Strongly encouraged me to stay | 2.1 | 4.2 | 1.9* | 2.6 | 1.5* | 1.7 |
| | *(1.3,3.4)* | *(3.2,5.5)* | *(0.6,5.8)* | *(1.9,3.6)* | *(0.6,3.9)* | *(1.4,2.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

† Separatees who responded "Not applicable."

**Table 79e.1**
*Nature of Influence on Decision to Leave Military--Your Peers:  By Service*

79e.   What influence did the following people have on your decision to leave?   Your peers

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable† | 12,340 | 12,253 | 5,606 | 3,056 | 1,413 | 2,177 | 88 |
| Not Responding on Item | 2,509 | 2,476 | 1,465 | 392 | 325 | 294 | 33 |
| Responding on Item | 72,029 | 71,264 | 30,291 | 15,984 | 9,699 | 15,290 | 766 |
| Strongly encouraged me to leave | 20.9 | 21.0 | 23.6 | 20.4 | 20.8 | 16.7 | 15.7* |
| | (20.1,21.9) | (20.1,21.9) | (22.3,24.9) | (18.7,22.3) | (19.3,22.4) | (14.4,19.2) | (8.5,27.2) |
| Encouraged me to leave | 21.0 | 21.0 | 20.8 | 22.0 | 19.0 | 21.6 | 15.7* |
| | (20.1,21.9) | (20.1,21.9) | (19.6,22.1) | (20.3,23.9) | (17.1,21.1) | (19.2,24.1) | (4.7,41.3) |
| Neither encouraged nor discouraged me to stay | 39.8 | 39.7 | 37.6 | 39.1 | 40.4 | 44.1 | 51.4 |
| | (38.6,41.1) | (38.5,40.9) | (35.6,39.6) | (36.6,41.7) | (38.4,42.4) | (41.1,47.2) | (43.0,59.8) |
| Encouraged me to stay | 11.7 | 11.7 | 11.2 | 12.8 | 11.5 | 11.6 | 12.9 |
| | (10.9,12.5) | (10.9,12.5) | (10.2,12.3) | (11.3,14.4) | (9.9,13.3) | (9.3,14.2) | (10.9,15.1) |
| Strongly encouraged to stay | 6.6 | 6.6 | 6.8 | 5.7 | 8.3 | 6.1 | 4.3* |
| | (6.1,7.1) | (6.1,7.1) | (6.0,7.6) | (4.6,7.0) | (7.0,9.8) | (5.0,7.4) | (2.1,8.5) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79e.2**
*Nature of Influence on Decision to Leave Military--Your Peers: By Paygrade and Gender*

79e.   What influence did the following people have on your decision to leave?  Your peers

| | Paygrade | | | | | Gender | |
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 6,937 | 4,067 | 421 | 895 | | 10,647 | 1,689 |
| Not Responding on Item | 1,498 | 827 | 55 | 129 | | 2,232 | 261 |
| Responding on Item | 38,219 | 24,134 | 5,242 | 4,403 | | 61,102 | 10,795 |
| Strongly encouraged me to leave | 25.7 | 16.4 | 15.2 | 11.5 | | 21.7 | 16.4 |
| | (24.3,27.2) | (15.3,17.6) | (13.3,17.4) | (9.9,13.3) | | (20.7,22.8) | (14.8,18.1) |
| Encouraged me to leave | 21.0 | 19.6 | 25.8 | 22.3 | | 21.4 | 18.4 |
| | (19.8,22.3) | (18.2,21.1) | (21.6,30.6) | (20.1,24.7) | | (20.4,22.5) | (16.8,20.1) |
| Neither encouraged nor discouraged me to stay | 38.8 | 39.8 | 43.4 | 44.5 | | 38.9 | 45.4 |
| | (36.9,40.8) | (38.1,41.5) | (39.2,47.7) | (41.6,47.5) | | (37.4,40.3) | (43.4,47.4) |
| Encouraged me to stay | 9.4 | 15.0 | 11.4 | 14.5 | | 11.4 | 13.7 |
| | (8.2,10.7) | (13.8,16.3) | (9.3,13.8) | (13.4,15.7) | | (10.5,12.3) | (11.9,15.7) |
| Strongly encouraged to stay | 5.1 | 9.3 | 4.1 | 7.2 | | 6.6 | 6.2 |
| | (4.4,5.9) | (8.3,10.3) | (3.0,5.5) | (5.9,8.7) | | (6.1,7.3) | (5.2,7.4) |

† Separatees who responded "Not applicable."

**Table 79e.3**
*Nature of Influence on Decision to Leave Military—Your Peers: By Retirement/Separation*

79e.  What influence did the following people have on your decision to leave?  Your peers

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 794 | 2,542 | 832 | 3,588 | 1,353 | 3,222 |
| Not Responding on Item | 179 | 459 | 186 | 761 | 161 | 735 |
| Responding on Item | 2,914 | 14,970 | 3,528 | 19,284 | 4,922 | 26,233 |
| Strongly encouraged me to leave | 10.4 | 24.2 | 10.1 | 25.1 | 9.6 | 20.7 |
| | (7.1,14.9) | (22.4,26.1) | (8.2,12.5) | (23.3,26.9) | (7.7,11.9) | (19.3,22.1) |
| Encouraged me to leave | 16.3 | 21.1 | 16.4 | 21.8 | 13.6 | 22.8 |
| | (12.7,20.7) | (19.2,23.1) | (11.5,22.9) | (20.4,23.4) | (11.1,16.7) | (21.3,24.4) |
| Neither encouraged nor discouraged me to stay | 46.0 | 33.4 | 49.3 | 38.2 | 52.8 | 40.3 |
| | (41.6,50.5) | (31.0,35.8) | (42.3,56.2) | (35.8,40.8) | (49.1,56.6) | (38.3,42.3) |
| Encouraged me to stay | 17.0 | 12.4 | 12.1 | 9.5 | 16.9 | 11.3 |
| | (13.6,20.9) | (11.0,13.9) | (9.0,16.0) | (8.1,11.3) | (12.7,22.1) | (10.4,12.3) |
| Strongly encouraged to stay | 10.4 | 9.0 | 12.1 | 5.3 | 7.0 | 4.9 |
| | (7.7,13.7) | (7.5,10.7) | (9.0,16.2) | (4.3,6.5) | (5.0,9.8) | (4.2,5.6) |

† Separatees who responded "Not applicable."

**Table 79f.1**
*Nature of Influence on Decision to Leave Military--Your Immediate Supervisor: By Service*

79f.  What influence did the following people have on your decision to leave?  Your immediate supervisor

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable† | 12,093 | 12,005 | 5,514 | 3,054 | 1,333 | 2,104 | 88 |
| Not Responding on Item | 2,316 | 2,294 | 1,271 | 413 | 302 | 309 | 22 |
| Responding on Item | 72,469 | 71,693 | 30,577 | 15,966 | 9,804 | 15,347 | 777 |
| Strongly encouraged me to leave | 6.8 | 6.8 | 6.9 | 7.2 | 5.9 | 6.9 | 7.0 |
| | (6.4,7.4) | (6.4,7.4) | (6.2,7.6) | (6.0,8.7) | (5.1,6.9) | (5.8,8.2) | (5.1,9.6) |
| Encouraged me to leave | 7.7 | 7.7 | 8.3 | 8.2 | 3.9 | 8.4 | 7.0 |
| | (7.1,8.3) | (7.1,8.4) | (7.5,9.1) | (6.7,10.2) | (3.2,4.7) | (6.9,10.2) | (5.1,9.6) |
| Neither encouraged nor discouraged me to stay | 41.2 | 41.1 | 39.9 | 40.3 | 35.7 | 47.8 | 53.5 |
| | (40.2,42.3) | (40.0,42.2) | (38.5,41.3) | (38.1,42.6) | (33.1,38.5) | (44.8,50.8) | (52.4,54.6) |
| Encouraged me to stay | 21.2 | 21.3 | 20.5 | 22.0 | 23.9 | 20.4 | 15.5 |
| | (20.5,22.0) | (20.6,22.1) | (19.8,21.3) | (20.0,24.2) | (22.0,26.0) | (18.5,22.5) | (9.7,23.8) |
| Strongly encouraged me to stay | 23.0 | 23.1 | 24.4 | 22.2 | 30.6 | 16.4 | 16.9* |
| | (22.2,23.9) | (22.2,23.9) | (23.3,25.6) | (20.4,24.1) | (27.7,33.5) | (14.6,18.4) | (7.9,32.6) |

* Low precision and/or unweighted denominator size between 30 and 59.
† Separatees who responded "Not applicable."

**Table 79f.2**
*Nature of Influence on Decision to Leave Military—Your Immediate Supervisor: By Paygrade and Gender*

79f. What influence did the following people have on your decision to leave? Your immediate supervisor

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable† | 6,721 | 4,035 | 387 | 929 | 10,454 | 1,605 |
| Not Responding on Item | 1,312 | 824 | 66 | 115 | 2,080 | 219 |
| Responding on Item | 38,621 | 24,170 | 5,265 | 4,384 | 61,446 | 10,921 |
| Strongly encouraged me to leave | 8.4 | 5.6 | 3.4 | 3.9 | 6.7 | 7.3 |
| | (7.7,9.2) | (4.9,6.4) | (1.9,5.8) | (2.4,6.4) | (6.3,7.2) | (5.8,9.3) |
| Encouraged me to leave | 8.4 | 7.0 | 6.0 | 7.4 | 7.9 | 6.7 |
| | (7.5,9.4) | (6.2,7.9) | (4.6,8.0) | (5.5,9.8) | (7.2,8.6) | (5.3,8.4) |
| Neither encouraged nor discouraged me to stay | 40.6 | 40.3 | 41.2 | 52.5 | 41.0 | 42.7 |
| | (39.2,42.0) | (38.7,41.9) | (37.7,44.9) | (48.1,56.8) | (39.8,42.2) | (40.1,45.2) |
| Encouraged me to stay | 19.5 | 22.7 | 27.9 | 21.0 | 21.3 | 21.0 |
| | (18.5,20.4) | (21.3,24.1) | (25.1,30.9) | (18.1,24.3) | (20.5,22.1) | (19.3,22.7) |
| Strongly encouraged me to stay | 23.2 | 24.4 | 21.5 | 15.2 | 23.1 | 22.3 |
| | (22.1,24.3) | (23.1,25.8) | (18.0,25.4) | (11.9,19.2) | (22.3,24.0) | (19.9,24.9) |

† Separatees who responded "Not applicable."

**Table 79f.3**
*Nature of Influence on Decision to Leave Military--Your Immediate Supervisor:  By Retirement/Separation*

79f.   What influence did the following people have on your decision to leave?  Your immediate supervisor

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable† | 846 | 2,317 | 850 | 3,639 | 1,364 | 3,070 |
| Not Responding on Item | 158 | 450 | 171 | 716 | 196 | 593 |
| Responding on Item | 2,883 | 15,203 | 3,525 | 19,278 | 4,876 | 26,529 |
| Strongly encouraged me to leave | 5.5 | 9.7 | 5.5 | 6.7 | 3.2 | 6.1 |
| | (3.4,8.8) | (8.3,11.4) | (4.0,7.6) | (5.6,8.1) | (2.2,4.6) | (5.4,7.0) |
| Encouraged me to leave | 7.3 | 7.4 | 6.1 | 7.8 | 6.5 | 8.3 |
| | (5.3,10.0) | (6.2,8.8) | (4.5,8.2) | (6.4,9.4) | (4.9,8.5) | (7.0,9.9) |
| Neither encouraged nor discouraged me to stay | 53.5 | 36.9 | 51.0 | 40.3 | 55.0 | 39.2 |
| | (47.5,59.4) | (34.7,39.3) | (44.8,57.1) | (38.1,42.5) | (50.7,59.3) | (37.3,41.2) |
| Encouraged me to stay | 18.4 | 19.5 | 18.3 | 22.4 | 18.8 | 22.7 |
| | (15.0,22.2) | (17.9,21.1) | (14.3,23.1) | (21.0,23.9) | (15.7,22.4) | (21.2,24.1) |
| Strongly encouraged me to stay | 15.4 | 26.5 | 19.2 | 22.8 | 16.5 | 23.7 |
| | (12.4,19.1) | (24.5,28.7) | (15.9,22.9) | (20.7,25.0) | (13.8,19.5) | (22.4,25.0) |

† Separatees who responded "Not applicable."

**Table 80.1**
*Whether Reenlistment/Retention Bonus Would Influence Member to Remain in the Military:  By Service*

80.  Would a reenlistment/retention bonus influence you to remain in the military?

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,959 | 1,926 | 969 | 248 | 232 | 476 | 33 |
| Responding on Item | 84,919 | 84,066 | 36,393 | 19,184 | 11,206 | 17,284 | 853 |
| My field doesn't have bonus/receiving bonus would influence my decision | 22.0 | 21.8 | 19.5 | 24.6 | 25.1 | 21.4 | 37.2 |
| | *(21.3,22.7)* | *(21.2,22.5)* | *(18.6,20.5)* | *(23.0,26.3)* | *(23.5,26.9)* | *(20.0,22.9)* | *(34.7,39.7)* |
| My field doesn't have bonus/receiving bonus wouldn't influence my decision | 27.9 | 27.9 | 28.6 | 24.0 | 28.5 | 30.3 | 33.3 |
| | *(26.9,28.9)* | *(26.9,28.9)* | *(27.1,30.1)* | *(21.8,26.5)* | *(26.6,30.4)* | *(27.9,32.8)* | *(33.3,33.3)* |
| My field does have bonus/increasing bonus would influence my decision | 12.4 | 12.4 | 12.4 | 13.0 | 11.6 | 12.4 | 5.1* |
| | *(11.6,13.2)* | *(11.7,13.2)* | *(11.6,13.2)* | *(10.7,15.7)* | *(10.5,12.8)* | *(10.5,14.5)* | *(2.0,12.8)* |
| My field does have bonus/increasing bonus wouldn't influence my decision | 37.7 | 37.9 | 39.5 | 38.3 | 34.8 | 35.9 | 24.4 |
| | *(36.5,39.0)* | *(36.6,39.1)* | *(37.2,41.9)* | *(36.1,40.6)* | *(33.5,36.0)* | *(33.6,38.3)* | *(17.6,32.7)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 80.2**
*Whether Reenlistment/Retention Bonus Would Influence Member to Remain in the Military:  By Paygrade and Gender*

80.  Would a reenlistment/retention bonus influence you to remain in the military?

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,123 | 616 | 73 | 147 | 1,688 | 242 |
| Responding on Item | 45,531 | 28,413 | 5,645 | 5,280 | 72,293 | 12,503 |
| My field doesn't have bonus/receiving bonus would influence my decision | 16.5 | 28.8 | 26.5 | 27.6 | 22.1 | 21.5 |
| | *(15.6,17.5)* | *(27.5,30.1)* | *(23.8,29.3)* | *(25.1,30.4)* | *(21.3,22.8)* | *(19.8,23.4)* |
| My field doesn't have bonus/receiving bonus wouldn't influence my decision | 23.5 | 28.8 | 47.1 | 40.6 | 26.5 | 36.5 |
| | *(22.0,25.2)* | *(27.5,30.2)* | *(44.4,49.8)* | *(36.7,44.6)* | *(25.3,27.6)* | *(33.5,39.6)* |
| My field does have bonus/increasing bonus would influence my decision | 14.2 | 11.2 | 5.8 | 9.6 | 13.2 | 7.6 |
| | *(13.0,15.5)* | *(10.2,12.4)* | *(3.8,8.8)* | *(7.7,11.9)* | *(12.3,14.1)* | *(6.2,9.2)* |
| My field does have bonus/increasing bonus wouldn't influence my decision | 45.8 | 31.2 | 20.6 | 22.1 | 38.3 | 34.4 |
| | *(43.7,47.9)* | *(29.8,32.6)* | *(17.8,23.8)* | *(19.7,24.8)* | *(36.9,39.7)* | *(31.7,37.2)* |

**Table 80.3**

*Whether Reenlistment/Retention Bonus Would Influence Member to Remain in the Military:  By Retirement/Separation*

80.  Would a reenlistment/retention bonus influence you to remain in the military?

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 131 | 324 | 196 | 582 | 208 | 485 |
| Responding on Item | 3,756 | 17,646 | 4,350 | 23,051 | 6,228 | 29,706 |
| My field doesn't have bonus/receiving bonus would influence my decision | 38.5 | 24.0 | 36.4 | 15.7 | 34.7 | 18.8 |
| | (35.5,41.6) | (22.2,25.9) | (32.0,41.1) | (14.4,17.2) | (30.8,38.7) | (17.4,20.2) |
| My field doesn't have bonus/receiving bonus wouldn't influence my decision | 40.6 | 25.2 | 44.4 | 25.5 | 42.7 | 24.3 |
| | (36.3,45.1) | (23.3,27.2) | (40.3,48.6) | (23.8,27.3) | (38.8,46.7) | (22.3,26.5) |
| My field does have bonus/increasing bonus would influence my decision | 5.8 | 13.5 | 5.3 | 12.3 | 5.6 | 15.0 |
| | (4.2,7.8) | (11.6,15.6) | (4.0,6.8) | (10.8,13.9) | (4.2,7.5) | (13.9,16.2) |
| My field does have bonus/increasing bonus wouldn't influence my decision | 15.2 | 37.3 | 13.9 | 46.5 | 17.0 | 41.9 |
| | (11.5,19.7) | (34.9,39.7) | (10.5,18.2) | (44.4,48.6) | (13.6,21.0) | (39.2,44.6) |

**Table 81a.1**

*Extent of Influence on Decision to Leave the Service--Involuntarily Retired or Separated/Not Accepted for Reenlistment: By Service*

81a. To what extent was each of the following a reason for your leaving the Service? Involuntarily retired or separated/not accepted for reenlistment

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,322 | 2,300 | 1,240 | 340 | 253 | 467 | 22 |
| Responding on Item | 84,556 | 83,692 | 36,122 | 19,092 | 11,185 | 17,293 | 864 |
| Very great extent | 2.7 | 2.7 | 3.0 | 3.4 | 2.1 | 1.7* | 3.8 |
| | (2.4,3.1) | (2.4,3.1) | (2.5,3.6) | (2.8,4.3) | (1.6,2.7) | (0.9,3.1) | (2.1,6.7) |
| Great extent | 1.4 | 1.4 | 1.9 | 1.0 | 0.9 | 1.3* | 1.3* |
| | (1.1,1.9) | (1.1,1.9) | (1.3,2.7) | (0.6,1.6) | (0.6,1.3) | (0.6,2.7) | (0.2,6.6) |
| Moderate extent | 3.8 | 3.8 | 5.5 | 3.3 | 3.0 | 1.3 | 3.8* |
| | (3.5,4.1) | (3.5,4.1) | (4.9,6.1) | (2.8,3.8) | (2.6,3.5) | (0.9,1.8) | (1.8,7.7) |
| Slight extent | 2.2 | 2.2 | 3.5 | 1.3 | 2.0 | 0.7 | 0.0 |
| | (1.7,2.9) | (1.7,2.9) | (2.4,5.0) | (0.9,1.9) | (1.7,2.5) | (0.4,1.2) | (N/A,N/A) |
| Not at all | 89.8 | 89.8 | 86.1 | 90.9 | 91.9 | 95.0 | 91.1 |
| | (89.0,90.6) | (89.0,90.6) | (84.5,87.5) | (89.7,92.0) | (91.2,92.6) | (92.9,96.6) | (89.1,92.8) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81a.2**

*Extent of Influence on Decision to Leave the Service--Involuntarily Retired or Separated/Not Accepted for Reenlistment:  By Paygrade and Gender*

81a.  To what extent was each of the following a reason for your leaving the Service?  Involuntarily retired or separated/not accepted for reenlistment

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,435 | 666 | 57 | 167 | 1,902 | 414 |
| Responding on Item | 45,219 | 28,363 | 5,661 | 5,260 | 72,079 | 12,331 |
| Very great extent | 2.9 | 2.2 | 1.5 | 5.7 | 2.8 | 2.1 |
| | (2.3,3.6) | (1.8,2.7) | (1.0,2.3) | (4.8,6.8) | (2.4,3.3) | (1.3,3.3) |
| Great extent | 2.0 | 0.8 | 0.3* | 1.2 | 1.5 | 0.9 |
| | (1.5,2.8) | (0.5,1.2) | (0.1,1.0) | (0.8,1.6) | (1.1,2.0) | (0.5,1.4) |
| Moderate extent | 5.8 | 1.8 | 0.7* | 0.7* | 4.1 | 2.0 |
| | (5.3,6.4) | (1.5,2.1) | (0.4,1.2) | (0.4,1.3) | (3.8,4.5) | (1.6,2.5) |
| Slight extent | 3.3 | 1.2 | 0.4* | 0.2* | 2.4 | 1.1 |
| | (2.5,4.5) | (0.8,1.7) | (0.2,0.7) | (0.1,0.8) | (1.8,3.1) | (0.6,1.9) |
| Not at all | 86.0 | 94.1 | 97.2 | 92.2 | 89.2 | 93.9 |
| | (84.6,87.3) | (93.4,94.7) | (96.0,98.1) | (90.9,93.4) | (88.3,90.0) | (92.5,95.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81a.3**

*Extent of Influence on Decision to Leave the Service--Involuntarily Retired or Separated/Not Accepted for Reenlistment: By Retirement/Separation*

81a. To what extent was each of the following a reason for your leaving the Service? Involuntarily retired or separated/not accepted for reenlistment

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 68 | 374 | 138 | 776 | 272 | 642 |
| Responding on Item | 3,819 | 17,596 | 4,408 | 22,857 | 6,164 | 29,549 |
| Very great extent | 5.0 | 2.1 | 4.5 | 2.9 | 5.4 | 1.8 |
| | (3.7,6.7) | (1.4,3.2) | (3.0,6.8) | (2.3,3.6) | (4.1,7.0) | (1.2,2.7) |
| Great extent | 1.3 | 2.0 | 1.1* | 1.9 | 1.7 | 0.8 |
| | (0.7,2.2) | (1.2,3.3) | (0.5,2.4) | (1.2,2.9) | (1.0,2.9) | (0.5,1.3) |
| Moderate extent | 1.4* | 3.9 | 0.1* | 6.2 | 1.1* | 3.3 |
| | (0.8,2.6) | (3.2,4.8) | (0.0,0.5) | (5.3,7.3) | (0.6,2.1) | (2.7,3.9) |
| Slight extent | 0.8* | 3.4 | 0.7* | 2.9 | 0.7* | 1.7 |
| | (0.3,2.3) | (2.7,4.2) | (0.2,2.6) | (2.0,4.1) | (0.2,2.4) | (1.3,2.3) |
| Not at all | 91.5 | 88.7 | 93.5 | 86.2 | 91.1 | 92.4 |
| | (89.7,93.1) | (87.0,90.1) | (90.6,95.6) | (84.7,87.5) | (89.2,92.7) | (90.9,93.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81b.1**

*Extent of Influence on Decision to Leave the Service--Near Maximum Age: By Service*

81b. To what extent was each of the following a reason for your leaving the Service? Near maximum age

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,268 | 2,235 | 1,232 | 354 | 235 | 415 | | 33 |
| Responding on Item | 84,610 | 83,757 | 36,130 | 19,078 | 11,203 | 17,345 | | 853 |
| Very great extent | 0.9 | 0.9 | 1.1 | 1.0 | 0.8 | 0.5* | | 0.0 |
| | (0.7,1.1) | (0.7,1.1) | (0.9,1.4) | (0.6,1.8) | (0.4,1.3) | (0.2,1.1) | | (N/A,N/A) |
| Great extent | 0.9 | 0.9 | 1.2 | 0.9* | 0.6 | 0.2* | | 1.3* |
| | (0.7,1.1) | (0.7,1.1) | (0.9,1.7) | (0.4,1.7) | (0.4,1.0) | (0.1,0.6) | | (0.2,7.3) |
| Moderate extent | 3.6 | 3.6 | 5.3 | 3.4 | 2.6 | 0.9 | | 2.6* |
| | (3.2,4.0) | (3.2,4.0) | (4.5,6.1) | (2.7,4.2) | (2.3,3.1) | (0.6,1.2) | | (0.4,14.0) |
| Slight extent | 2.0 | 2.0 | 3.0 | 1.1 | 1.9 | 1.1 | | 0.0 |
| | (1.6,2.4) | (1.6,2.5) | (2.2,4.0) | (0.8,1.6) | (1.4,2.5) | (0.7,1.5) | | (N/A,N/A) |
| Not at all | 92.7 | 92.6 | 89.4 | 93.6 | 94.1 | 97.4 | | 96.2 |
| | (91.9,93.4) | (91.8,93.3) | (87.7,90.8) | (92.5,94.6) | (93.3,94.8) | (96.4,98.1) | | (79.9,99.4) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81b.2**
*Extent of Influence on Decision to Leave the Service--Near Maximum Age:  By Paygrade and Gender*

81b.  To what extent was each of the following a reason for your leaving the Service?  Near maximum age

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,335 | 680 | 46 | 211 | 1,950 | 314 |
| Responding on Item | 45,319 | 28,349 | 5,672 | 5,216 | 72,031 | 12,431 |
| Very great extent | 1.2 | 0.5 | 0.4* | 1.6* | 1.0 | 0.4 |
| | (0.9,1.5) | (0.3,0.8) | (0.1,1.1) | (0.8,3.0) | (0.8,1.2) | (0.3,0.8) |
| Great extent | 1.1 | 0.5 | 0.3* | 2.0* | 0.9 | 0.5* |
| | (0.8,1.4) | (0.3,0.8) | (0.1,1.0) | (0.8,4.7) | (0.7,1.2) | (0.3,1.0) |
| Moderate extent | 5.2 | 1.9 | 0.4 | 1.7* | 3.8 | 2.1 |
| | (4.6,5.9) | (1.5,2.4) | (0.2,0.6) | (0.9,3.4) | (3.4,4.3) | (1.6,2.8) |
| Slight extent | 2.5 | 1.4 | 0.3* | 2.7 | 2.2 | 0.9* |
| | (1.9,3.3) | (1.1,1.8) | (0.1,0.8) | (1.9,3.7) | (1.7,2.7) | (0.5,1.6) |
| Not at all | 90.1 | 95.7 | 98.7 | 92.0 | 92.1 | 96.0 |
| | (88.7,91.3) | (95.1,96.3) | (97.6,99.3) | (88.3,94.6) | (91.2,92.9) | (94.9,96.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81b.3**
*Extent of Influence on Decision to Leave the Service--Near Maximum Age:  By Retirement/Separation*

81b.  To what extent was each of the following a reason for your leaving the Service?  Near maximum age

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 89 | 361 | 135 | 726 | 320 | 617 |
| Responding on Item | 3,798 | 17,609 | 4,411 | 22,907 | 6,116 | 29,574 |
| Very great extent | 2.0* | 0.8* | 0.9* | 1.3 | 0.7* | 0.6 |
| | (1.1,3.5) | (0.4,1.7) | (0.4,2.0) | (0.9,1.8) | (0.2,2.1) | (0.4,1.0) |
| Great extent | 1.3 | 0.9* | 1.6* | 1.2 | 1.3* | 0.3 |
| | (0.8,2.3) | (0.5,1.9) | (0.7,3.7) | (0.7,1.9) | (0.6,2.7) | (0.2,0.5) |
| Moderate extent | 1.3* | 3.9 | 2.1* | 6.2 | 0.8* | 2.4 |
| | (0.7,2.7) | (2.9,5.3) | (0.8,5.1) | (4.9,7.8) | (0.4,1.4) | (2.1,2.8) |
| Slight extent | 2.7 | 2.1 | 1.9* | 2.5 | 2.2 | 1.3 |
| | (1.6,4.5) | (1.5,3.0) | (1.0,3.5) | (1.7,3.5) | (1.2,3.9) | (1.0,1.6) |
| Not at all | 92.7 | 92.2 | 93.5 | 88.8 | 95.1 | 95.3 |
| | (90.2,94.6) | (90.6,93.6) | (88.9,96.3) | (86.9,90.5) | (93.1,96.5) | (94.8,95.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81c.1**

*Extent of Influence on Decision to Leave the Service--Near Maximum Total Time in Grade:  By Service*

81c.  To what extent was each of the following a reason for your leaving the Service?  Near maximum total time in grade

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,429 | 2,396 | 1,367 | 404 | 253 | 372 | | 33 |
| Responding on Item | 84,449 | 83,596 | 35,995 | 19,028 | 11,185 | 17,388 | | 853 |
| Very great extent | 2.1 | 2.1 | 1.8 | 3.3 | 1.6 | 2.1 | | 1.3* |
| | (1.9,2.4) | (1.9,2.5) | (1.4,2.2) | (2.6,4.1) | (1.2,2.1) | (1.4,3.0) | | (0.2,7.3) |
| Great extent | 1.9 | 1.9 | 2.2 | 2.4 | 1.1 | 1.4 | | 0.0 |
| | (1.6,2.3) | (1.6,2.3) | (1.6,2.9) | (1.8,3.2) | (0.7,1.7) | (0.9,2.1) | | (N/A,N/A) |
| Moderate extent | 4.5 | 4.5 | 6.1 | 4.8 | 2.9 | 2.0 | | 1.3* |
| | (4.0,5.0) | (4.1,5.0) | (5.4,6.8) | (3.6,6.3) | (2.3,3.7) | (1.5,2.7) | | (0.2,7.3) |
| Slight extent | 3.2 | 3.2 | 4.2 | 2.6 | 2.8 | 2.0 | | 2.6* |
| | (2.7,3.7) | (2.7,3.7) | (3.4,5.2) | (1.7,3.9) | (2.3,3.6) | (1.6,2.5) | | (0.4,14.0) |
| Not at all | 88.3 | 88.3 | 85.8 | 87.0 | 91.6 | 92.6 | | 94.9 |
| | (87.6,89.0) | (87.5,89.0) | (84.3,87.2) | (85.5,88.4) | (91.0,92.1) | (91.7,93.4) | | (74.3,99.2) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81c.2**
*Extent of Influence on Decision to Leave the Service--Near Maximum Total Time in Grade:  By Paygrade and Gender*

81c.  To what extent was each of the following a reason for your leaving the Service?  Near maximum total time in grade

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,500 | 682 | 54 | 196 | | 2,091 | 332 |
| Responding on Item | 45,154 | 28,347 | 5,664 | 5,231 | | 71,890 | 12,413 |
| Very great extent | 1.7 | 2.6 | 0.6* | 5.2 | | 2.2 | 1.6 |
| | *(1.3,2.2)* | *(2.2,3.0)* | *(0.3,1.2)* | *(3.7,7.3)* | | *(1.9,2.6)* | *(1.1,2.4)* |
| Great extent | 1.8 | 1.9 | 0.8 | 3.5 | | 2.1 | 0.9 |
| | *(1.3,2.4)* | *(1.5,2.4)* | *(0.5,1.3)* | *(2.0,6.0)* | | *(1.7,2.5)* | *(0.5,1.6)* |
| Moderate extent | 5.9 | 3.3 | 0.5* | 2.8 | | 4.8 | 2.5 |
| | *(5.2,6.6)* | *(2.7,4.1)* | *(0.3,1.1)* | *(1.9,4.0)* | | *(4.3,5.4)* | *(1.8,3.4)* |
| Slight extent | 3.8 | 2.7 | 0.4* | 3.0 | | 3.4 | 1.9 |
| | *(3.1,4.7)* | *(2.1,3.6)* | *(0.2,0.8)* | *(2.1,4.2)* | | *(2.8,4.0)* | *(1.2,2.8)* |
| Not at all | 86.8 | 89.4 | 97.7 | 85.6 | | 87.6 | 93.1 |
| | *(85.5,88.0)* | *(88.8,90.0)* | *(96.7,98.4)* | *(81.9,88.6)* | | *(86.7,88.4)* | *(91.7,94.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81c.3**
*Extent of Influence on Decision to Leave the Service--Near Maximum Total Time in Grade:  By Retirement/Separation*

81c.  To what extent was each of the following a reason for your leaving the Service?  Near maximum total time in grade

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 93 | 408 | 141 | 767 | 278 | 695 |
| Responding on Item | 3,794 | 17,562 | 4,405 | 22,866 | 6,158 | 29,496 |
| Very great extent | 6.6 | 1.3 | 5.8 | 1.6 | 6.1 | 1.1 |
| | (5.1,8.6) | (0.9,2.1) | (3.6,9.2) | (1.2,2.1) | (4.9,7.6) | (0.7,1.6) |
| Great extent | 4.2 | 1.8 | 3.7* | 1.8 | 5.5 | 0.7 |
| | (2.9,5.9) | (1.2,2.6) | (2.0,6.9) | (1.3,2.4) | (4.2,7.3) | (0.5,1.1) |
| Moderate extent | 3.4 | 4.6 | 3.8 | 6.2 | 5.1 | 3.2 |
| | (2.2,5.3) | (3.5,5.9) | (2.7,5.4) | (5.4,7.1) | (3.3,7.8) | (2.6,3.9) |
| Slight extent | 5.6 | 2.9 | 4.9 | 3.7 | 4.1 | 2.2 |
| | (3.6,8.6) | (2.2,3.8) | (3.0,7.9) | (3.0,4.6) | (2.6,6.5) | (1.7,2.7) |
| Not at all | 80.3 | 89.4 | 81.8 | 86.7 | 79.1 | 92.8 |
| | (76.6,83.5) | (87.7,90.9) | (76.2,86.3) | (85.1,88.3) | (76.5,81.6) | (92.0,93.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81d.1**

*Extent of Influence on Decision to Leave the Service--Overall Job Satisfaction: By Service*

81d. To what extent was each of the following a reason for your leaving the Service? Overall job satisfaction

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,404 | 2,382 | 1,369 | 378 | 259 | 375 | 22 |
| Responding on Item | 84,474 | 83,610 | 35,993 | 19,054 | 11,179 | 17,385 | 864 |
| Very great extent | 19.6 | 19.6 | 19.4 | 20.0 | 17.9 | 20.6 | 21.5 |
| | (18.7,20.5) | (18.7,20.5) | (18.0,20.8) | (18.5,21.7) | (16.4,19.5) | (18.0,23.4) | (18.6,24.7) |
| Great extent | 15.6 | 15.5 | 14.2 | 16.3 | 14.8 | 17.9 | 25.3 |
| | (14.8,16.5) | (14.7,16.4) | (13.2,15.3) | (14.2,18.6) | (13.1,16.8) | (15.7,20.2) | (13.9,41.6) |
| Moderate extent | 21.5 | 21.5 | 21.9 | 21.5 | 21.9 | 20.4 | 17.7 |
| | (20.5,22.4) | (20.5,22.5) | (20.2,23.6) | (19.5,23.7) | (20.6,23.4) | (18.5,22.4) | (12.9,23.8) |
| Slight extent | 16.3 | 16.2 | 15.4 | 16.7 | 17.5 | 16.7 | 16.5 |
| | (15.6,16.9) | (15.6,16.9) | (14.7,16.0) | (15.3,18.3) | (15.9,19.2) | (14.8,18.9) | (13.7,19.6) |
| Not at all | 27.1 | 27.1 | 29.1 | 25.5 | 27.8 | 24.4 | 19.0 |
| | (26.0,28.1) | (26.1,28.2) | (27.6,30.8) | (23.5,27.6) | (26.6,29.1) | (21.5,27.7) | (16.2,22.1) |

**Table 81d.2**
*Extent of Influence on Decision to Leave the Service--Overall Job Satisfaction: By Paygrade and Gender*

81d. To what extent was each of the following a reason for your leaving the Service? Overall job satisfaction

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | | | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,528 | 616 | 56 | 205 | 2,013 | 382 |
| Responding on Item | 45,126 | 28,413 | 5,662 | 5,222 | 71,968 | 12,363 |
| Very great extent | 19.7 | 18.1 | 29.4 | 16.3 | 19.5 | 20.4 |
| | *(18.5,20.9)* | *(16.6,19.7)* | *(26.2,32.7)* | *(13.8,19.1)* | *(18.5,20.5)* | *(18.3,22.6)* |
| Great extent | 14.0 | 16.1 | 22.7 | 19.3 | 15.4 | 16.8 |
| | *(13.0,15.1)* | *(14.5,17.9)* | *(20.2,25.5)* | *(17.4,21.4)* | *(14.5,16.3)* | *(14.8,18.9)* |
| Moderate extent | 21.5 | 22.2 | 19.3 | 18.9 | 21.8 | 19.7 |
| | *(20.1,23.0)* | *(21.0,23.5)* | *(16.5,22.5)* | *(14.2,24.7)* | *(20.7,22.9)* | *(17.8,21.8)* |
| Slight extent | 15.5 | 17.3 | 14.7 | 18.6 | 16.6 | 13.9 |
| | *(14.6,16.6)* | *(16.5,18.1)* | *(12.0,17.9)* | *(15.9,21.7)* | *(15.9,17.4)* | *(12.4,15.5)* |
| Not at all | 29.2 | 26.3 | 13.9 | 26.9 | 26.7 | 29.3 |
| | *(27.7,30.8)* | *(24.5,28.1)* | *(11.9,16.1)* | *(24.7,29.2)* | *(25.6,27.8)* | *(26.7,32.1)* |

**Table 81d.3**
*Extent of Influence on Decision to Leave the Service--Overall Job Satisfaction: By Retirement/Separation*

81d. To what extent was each of the following a reason for your leaving the Service? Overall job satisfaction

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 96 | 403 | 113 | 839 | 271 | 658 |
| Responding on Item | 3,791 | 17,567 | 4,433 | 22,794 | 6,165 | 29,533 |
| Very great extent | 14.9 | 27.7 | 12.2 | 17.3 | 14.0 | 19.4 |
| | *(12.2,18.1)* | *(25.4,30.1)* | *(9.5,15.4)* | *(15.7,19.1)* | *(11.5,17.0)* | *(18.3,20.5)* |
| Great extent | 12.3 | 16.0 | 15.7 | 15.0 | 17.3 | 16.0 |
| | *(7.8,19.0)* | *(14.6,17.6)* | *(12.4,19.6)* | *(13.5,16.6)* | *(15.0,20.0)* | *(14.9,17.3)* |
| Moderate extent | 22.1 | 20.2 | 19.8 | 22.0 | 21.9 | 21.8 |
| | *(17.3,27.8)* | *(18.3,22.2)* | *(16.2,24.0)* | *(19.9,24.2)* | *(18.9,25.2)* | *(20.7,23.0)* |
| Slight extent | 15.4 | 13.1 | 21.9 | 15.7 | 17.6 | 17.6 |
| | *(12.3,19.1)* | *(11.8,14.5)* | *(17.6,26.9)* | *(14.5,17.0)* | *(14.8,20.8)* | *(16.4,18.9)* |
| Not at all | 35.2 | 23.0 | 30.5 | 30.0 | 29.2 | 25.1 |
| | *(30.3,40.5)* | *(21.3,24.8)* | *(26.1,35.3)* | *(28.2,31.9)* | *(26.9,31.5)* | *(23.5,26.9)* |

**Table 81e.1**

*Extent of Influence on Decision to Leave the Service--Pay and Allowances: By Service*

81e. To what extent was each of the following a reason for your leaving the Service? Pay and allowances

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,234 | 2,212 | 1,337 | 306 | 237 | 332 | | 22 |
| Responding on Item | 84,644 | 83,780 | 36,025 | 19,126 | 11,201 | 17,428 | | 864 |
| Very great extent | 22.8 | 22.9 | 22.7 | 21.3 | 25.7 | 23.1 | | 15.2 |
| | (21.9,23.7) | (22.0,23.8) | (21.3,24.3) | (20.0,22.5) | (24.2,27.3) | (20.7,25.8) | | (14.8,15.6) |
| Great extent | 18.2 | 18.2 | 16.7 | 19.7 | 19.7 | 18.8 | | 13.9 |
| | (17.3,19.1) | (17.3,19.2) | (15.3,18.2) | (17.5,22.0) | (18.3,21.2) | (16.7,21.1) | | (8.2,22.6) |
| Moderate extent | 23.4 | 23.4 | 23.5 | 23.8 | 23.8 | 22.4 | | 22.8 |
| | (22.6,24.1) | (22.6,24.2) | (22.7,24.4) | (22.2,25.4) | (21.7,26.0) | (20.1,24.9) | | (22.2,23.4) |
| Slight extent | 14.6 | 14.5 | 13.8 | 14.5 | 14.1 | 16.0 | | 24.1 |
| | (13.8,15.4) | (13.7,15.3) | (13.1,14.6) | (12.6,16.6) | (12.2,16.1) | (13.8,18.4) | | (22.2,26.0) |
| Not at all | 21.1 | 21.0 | 23.2 | 20.8 | 16.7 | 19.6 | | 24.1 |
| | (20.2,21.9) | (20.2,21.9) | (22.0,24.6) | (19.5,22.2) | (14.9,18.5) | (17.3,22.2) | | (16.9,33.0) |

**Table 81e.2**
*Extent of Influence on Decision to Leave the Service—Pay and Allowances:  By Paygrade and Gender*

81e.  To what extent was each of the following a reason for your leaving the Service?  Pay and allowances

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,418 | 594 | 37 | 191 | 1,917 | 313 |
| Responding on Item | 45,236 | 28,435 | 5,681 | 5,236 | 72,064 | 12,432 |
| Very great extent | 24.6 | 24.0 | 13.5 | 10.9 | 23.7 | 17.6 |
| | (23.3,26.0) | (22.6,25.4) | (11.0,16.4) | (8.1,14.5) | (22.7,24.7) | (15.7,19.7) |
| Great extent | 17.2 | 20.6 | 16.8 | 14.8 | 18.9 | 14.1 |
| | (16.0,18.5) | (18.9,22.4) | (14.7,19.1) | (11.5,18.7) | (17.9,20.0) | (12.4,15.9) |
| Moderate extent | 23.1 | 23.1 | 27.2 | 23.5 | 23.6 | 22.1 |
| | (22.2,24.1) | (21.6,24.6) | (24.5,30.2) | (21.6,25.6) | (22.8,24.4) | (20.5,23.8) |
| Slight extent | 13.3 | 14.7 | 20.9 | 18.3 | 14.1 | 17.2 |
| | (12.3,14.3) | (13.2,16.3) | (18.6,23.5) | (14.9,22.2) | (13.3,14.9) | (14.7,20.0) |
| Not at all | 21.8 | 17.6 | 21.6 | 32.5 | 19.7 | 29.0 |
| | (20.6,23.1) | (16.3,19.1) | (19.5,23.7) | (29.3,36.0) | (18.8,20.7) | (26.9,31.2) |

**Table 81e.3**
*Extent of Influence on Decision to Leave the Service--Pay and Allowances: By Retirement/Separation*

81e. To what extent was each of the following a reason for your leaving the Service? Pay and allowances

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 104 | 383 | 109 | 755 | 248 | 616 |
| Responding on Item | 3,783 | 17,587 | 4,437 | 22,878 | 6,188 | 29,575 |
| Very great extent | 13.8 | 28.9 | 11.3 | 23.6 | 15.6 | 23.0 |
| | (9.5,19.5) | (27.0,31.0) | (9.8,12.9) | (21.8,25.5) | (13.1,18.4) | (21.6,24.4) |
| Great extent | 17.6 | 18.7 | 15.5 | 17.9 | 16.4 | 19.0 |
| | (11.8,25.5) | (17.4,20.2) | (12.1,19.6) | (15.8,20.1) | (13.1,20.5) | (17.5,20.6) |
| Moderate extent | 24.6 | 22.1 | 23.6 | 23.9 | 23.6 | 23.5 |
| | (19.8,30.3) | (20.7,23.7) | (21.2,26.2) | (22.2,25.7) | (19.0,28.9) | (22.2,25.0) |
| Slight extent | 14.9 | 11.5 | 19.7 | 13.7 | 18.4 | 15.3 |
| | (10.9,20.0) | (10.0,13.0) | (17.1,22.7) | (12.5,15.1) | (15.3,22.1) | (14.1,16.6) |
| Not at all | 29.1 | 18.7 | 29.9 | 20.9 | 26.0 | 19.1 |
| | (25.2,33.3) | (17.0,20.6) | (26.4,33.7) | (19.1,22.8) | (22.7,29.6) | (17.9,20.5) |

**Table 81f.1**
*Extent of Influence on Decision to Leave the Service--Failed to Be Promoted:  By Service*

81f.  To what extent was each of the following a reason for your leaving the Service?  Failed to be promoted

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,326 | 2,294 | 1,345 | 343 | 257 | 349 | | 33 |
| Responding on Item | 84,552 | 83,698 | 36,017 | 19,089 | 11,181 | 17,411 | | 853 |
| Very great extent | 12.5 | 12.6 | 13.4 | 16.5 | 10.5 | 8.0 | | 2.6* |
| | (11.8,13.3) | (11.9,13.4) | (12.8,14.1) | (14.0,19.3) | (9.4,11.6) | (7.0,9.1) | | (0.4,14.0) |
| Great extent | 7.1 | 7.1 | 7.2 | 8.6 | 5.9 | 6.1 | | 1.3* |
| | (6.6,7.6) | (6.6,7.6) | (6.3,8.1) | (7.7,9.6) | (5.0,7.1) | (5.1,7.2) | | (0.2,7.3) |
| Moderate extent | 11.7 | 11.7 | 13.5 | 12.9 | 9.2 | 8.4 | | 7.7 |
| | (11.1,12.3) | (11.1,12.4) | (12.5,14.6) | (11.8,14.1) | (7.9,10.7) | (7.0,9.9) | | (7.3,8.1) |
| Slight extent | 9.3 | 9.4 | 9.7 | 9.3 | 10.0 | 8.3 | | 6.4 |
| | (8.8,9.9) | (8.9,9.9) | (9.0,10.5) | (8.6,9.9) | (8.9,11.2) | (6.8,10.1) | | (4.1,9.9) |
| Not at all | 59.4 | 59.2 | 56.1 | 52.7 | 64.4 | 69.3 | | 82.1 |
| | (58.4,60.4) | (58.2,60.2) | (55.1,57.1) | (50.0,55.5) | (62.4,66.3) | (66.6,71.8) | | (68.7,90.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81f.2**
*Extent of Influence on Decision to Leave the Service--Failed to Be Promoted:  By Paygrade and Gender*

81f.  To what extent was each of the following a reason for your leaving the Service?  Failed to be promoted

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,483 | 606 | 49 | 192 | 2,019 | 303 |
| Responding on Item | 45,171 | 28,423 | 5,669 | 5,235 | 71,962 | 12,442 |
| Very great extent | 13.6 | 12.5 | 2.7 | 13.9 | 13.0 | 9.4 |
| | (12.4,14.8) | (11.5,13.4) | (2.1,3.4) | (10.6,18.1) | (12.2,13.9) | (7.8,11.3) |
| Great extent | 7.5 | 7.9 | 0.9* | 5.4 | 7.4 | 5.1 |
| | (6.7,8.4) | (7.3,8.6) | (0.5,1.6) | (4.1,7.0) | (6.8,8.0) | (4.1,6.4) |
| Moderate extent | 15.2 | 9.5 | 1.0* | 5.2 | 12.3 | 8.4 |
| | (14.2,16.2) | (8.5,10.6) | (0.6,1.9) | (4.6,5.9) | (11.5,13.0) | (7.3,9.6) |
| Slight extent | 11.2 | 8.6 | 1.8 | 5.1 | 9.7 | 7.4 |
| | (10.4,12.0) | (7.9,9.4) | (1.2,2.8) | (3.4,7.7) | (9.1,10.3) | (6.4,8.6) |
| Not at all | 52.5 | 61.6 | 93.6 | 70.4 | 57.7 | 69.7 |
| | (51.1,54.0) | (60.3,62.8) | (92.3,94.8) | (65.1,75.1) | (56.6,58.7) | (67.3,71.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81f.3**

*Extent of Influence on Decision to Leave the Service--Failed to Be Promoted:  By Retirement/Separation*

81f.  To what extent was each of the following a reason for your leaving the Service?  Failed to be promoted

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 76 | 433 | 111 | 836 | 266 | 583 |
| Responding on Item | 3,811 | 17,537 | 4,435 | 22,797 | 6,170 | 29,608 |
| Very great extent | 24.5 | 15.0 | 12.7 | 9.4 | 21.8 | 9.9 |
| | (20.7,28.7) | (13.2,17.0) | (9.5,16.7) | (8.0,11.0) | (18.8,25.1) | (8.8,11.2) |
| Great extent | 11.5 | 6.0 | 11.4 | 5.6 | 10.6 | 6.9 |
| | (9.5,13.8) | (4.7,7.5) | (8.7,14.8) | (4.8,6.5) | (8.2,13.6) | (6.0,8.0) |
| Moderate extent | 7.9 | 11.5 | 11.6 | 13.3 | 8.1 | 11.7 |
| | (6.1,10.1) | (10.4,12.8) | (9.4,14.2) | (12.2,14.6) | (5.6,11.5) | (10.7,12.9) |
| Slight extent | 7.8 | 9.2 | 7.0 | 10.0 | 9.6 | 9.3 |
| | (5.3,11.2) | (7.7,11.0) | (4.3,11.1) | (8.9,11.2) | (7.9,11.7) | (8.2,10.4) |
| Not at all | 48.4 | 58.3 | 57.3 | 61.6 | 49.9 | 62.1 |
| | (43.9,53.0) | (56.2,60.4) | (53.3,61.3) | (60.0,63.2) | (45.8,54.1) | (60.2,64.0) |

**Table 81g.1**

*Extent of Influence on Decision to Leave the Service--Promotion/Advancement Opportunities:  By Service*

81g.  To what extent was each of the following a reason for your leaving the Service?  Promotion/advancement opportunities

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,223 | 2,179 | 1,325 | 316 | 210 | 327 | | 44 |
| Responding on Item | 84,655 | 83,813 | 36,037 | 19,116 | 11,228 | 17,433 | | 842 |
| Very great extent | 15.7 | 15.7 | 14.6 | 20.0 | 12.9 | 15.3 | | 7.8* |
| | (14.8,16.5) | (14.9,16.6) | (13.2,16.2) | (18.1,22.0) | (11.8,14.1) | (13.9,16.8) | | (3.9,14.9) |
| Great extent | 11.2 | 11.3 | 10.3 | 13.3 | 8.9 | 12.6 | | 3.9* |
| | (10.4,12.1) | (10.4,12.2) | (8.8,12.1) | (12.0,14.7) | (7.5,10.6) | (10.7,14.7) | | (2.0,7.5) |
| Moderate extent | 16.1 | 16.1 | 17.0 | 17.3 | 15.3 | 13.3 | | 13.0 |
| | (15.5,16.7) | (15.5,16.7) | (16.4,17.8) | (15.8,18.8) | (13.4,17.5) | (11.9,14.7) | | (8.9,18.5) |
| Slight extent | 14.8 | 14.7 | 13.8 | 14.3 | 17.5 | 15.3 | | 18.2 |
| | (14.2,15.4) | (14.1,15.3) | (13.1,14.5) | (12.8,16.0) | (15.9,19.2) | (13.9,16.8) | | (10.4,29.8) |
| Not at all | 42.3 | 42.2 | 44.2 | 35.2 | 45.4 | 43.6 | | 57.1 |
| | (41.5,43.1) | (41.3,43.0) | (43.2,45.2) | (33.5,36.8) | (43.5,47.3) | (40.9,46.3) | | (50.5,63.6) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81g.2**
*Extent of Influence on Decision to Leave the Service--Promotion/Advancement Opportunities:  By Paygrade and Gender*

81g.  To what extent was each of the following a reason for your leaving the Service?  Promotion/advancement opportunities

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,403 | 582 | 50 | 190 | 1,906 | 304 |
| Responding on Item | 45,251 | 28,447 | 5,668 | 5,237 | 72,075 | 12,441 |
| Very great extent | 15.2 | 16.9 | 8.8 | 20.3 | 16.2 | 12.6 |
| | *(13.9,16.6)* | *(16.0,18.0)* | *(7.2,10.7)* | *(16.7,24.6)* | *(15.2,17.2)* | *(11.1,14.3)* |
| Great extent | 10.4 | 12.0 | 12.1 | 12.4 | 11.7 | 8.3 |
| | *(9.1,11.9)* | *(11.0,13.2)* | *(10.6,13.7)* | *(9.8,15.5)* | *(10.7,12.7)* | *(7.1,9.6)* |
| Moderate extent | 18.3 | 13.4 | 15.3 | 11.7 | 16.8 | 11.8 |
| | *(17.5,19.2)* | *(12.5,14.4)* | *(13.2,17.6)* | *(10.7,12.7)* | *(16.1,17.5)* | *(10.4,13.5)* |
| Slight extent | 14.8 | 14.3 | 17.1 | 14.2 | 14.7 | 15.0 |
| | *(14.0,15.7)* | *(13.3,15.2)* | *(14.3,20.4)* | *(13.1,15.5)* | *(14.1,15.3)* | *(13.1,17.1)* |
| Not at all | 41.3 | 43.3 | 46.7 | 41.4 | 40.6 | 52.3 |
| | *(40.1,42.4)* | *(42.2,44.5)* | *(44.7,48.7)* | *(37.2,45.7)* | *(39.7,41.6)* | *(50.0,54.5)* |

**Table 81g.3**
*Extent of Influence on Decision to Leave the Service--Promotion/Advancement Opportunities:  By Retirement/Separation*

81g.  To what extent was each of the following a reason for your leaving the Service?  Promotion/advancement opportunities

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 53 | 404 | 122 | 783 | 273 | 567 |
| Responding on Item | 3,834 | 17,566 | 4,424 | 22,850 | 6,163 | 29,624 |
| Very great extent | 27.8 | 19.3 | 17.1 | 11.7 | 26.2 | 12.7 |
| | (22.4,34.0) | (17.3,21.5) | (13.8,21.0) | (10.3,13.3) | (23.1,29.6) | (11.5,13.9) |
| Great extent | 17.3 | 11.1 | 16.5 | 8.9 | 11.4 | 11.5 |
| | (15.0,19.8) | (9.4,13.0) | (13.6,19.9) | (7.8,10.1) | (9.2,14.0) | (10.3,12.9) |
| Moderate extent | 10.7 | 16.0 | 14.1 | 17.5 | 12.1 | 16.8 |
| | (7.9,14.3) | (14.7,17.4) | (11.3,17.5) | (16.2,18.9) | (10.1,14.4) | (15.7,18.0) |
| Slight extent | 9.4 | 15.6 | 12.5 | 14.9 | 13.5 | 15.3 |
| | (7.3,12.1) | (14.0,17.3) | (9.3,16.7) | (13.5,16.3) | (11.0,16.5) | (14.1,16.7) |
| Not at all | 34.8 | 38.1 | 39.8 | 47.0 | 36.8 | 43.7 |
| | (30.2,39.6) | (35.9,40.3) | (34.7,45.1) | (45.1,49.0) | (33.4,40.3) | (42.2,45.3) |

**Table 81h.1**

*Extent of Influence on Decision to Leave the Service--Level of Fairness in Performance Evaluation:  By Service*

81h.  To what extent was each of the following a reason for your leaving the Service?  Level of fairness in performance evaluation

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,203 | 2,170 | 1,315 | 269 | 244 | 341 | | 33 |
| Responding on Item | 84,675 | 83,822 | 36,047 | 19,163 | 11,194 | 17,419 | | 853 |
| Very great extent | 16.2 | 16.2 | 15.8 | 19.2 | 15.8 | 14.4 | | 7.7* |
| | (15.3,17.0) | (15.4,17.1) | (14.6,17.0) | (17.0,21.6) | (14.2,17.5) | (12.5,16.4) | | (4.2,13.7) |
| Great extent | 12.5 | 12.5 | 12.7 | 14.2 | 10.9 | 11.2 | | 12.8* |
| | (11.9,13.1) | (11.9,13.1) | (11.9,13.5) | (12.7,15.8) | (9.5,12.5) | (9.8,12.8) | | (6.1,25.1) |
| Moderate extent | 17.5 | 17.5 | 18.6 | 18.9 | 18.5 | 13.2 | | 17.9* |
| | (16.9,18.2) | (16.9,18.2) | (17.6,19.6) | (17.6,20.3) | (16.8,20.3) | (11.9,14.6) | | (7.1,38.4) |
| Slight extent | 14.1 | 14.0 | 13.3 | 14.2 | 16.8 | 13.5 | | 17.9 |
| | (13.4,14.7) | (13.4,14.7) | (12.6,14.1) | (12.8,15.7) | (15.1,18.6) | (11.5,15.8) | | (17.1,18.9) |
| Not at all | 39.8 | 39.7 | 39.6 | 33.5 | 38.1 | 47.7 | | 43.6 |
| | (38.9,40.6) | (38.9,40.6) | (38.7,40.6) | (31.6,35.6) | (36.5,39.7) | (45.2,50.2) | | (40.8,46.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81h.2**
*Extent of Influence on Decision to Leave the Service--Level of Fairness in Performance Evaluation:  By Paygrade and Gender*

81h.  To what extent was each of the following a reason for your leaving the Service?  Level of fairness in performance evaluation

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,396 | 557 | 50 | 203 | 1,881 | 317 |
| Responding on Item | 45,258 | 28,472 | 5,668 | 5,224 | 72,100 | 12,428 |
| Very great extent | 18.2 | 15.1 | 9.6 | 11.0 | 16.5 | 14.0 |
| | (17.0,19.5) | (13.8,16.5) | (7.5,12.3) | (7.5,15.9) | (15.6,17.5) | (12.6,15.5) |
| Great extent | 12.8 | 12.5 | 13.4 | 8.5 | 12.7 | 11.2 |
| | (12.0,13.7) | (11.3,13.8) | (11.3,15.9) | (5.9,12.0) | (12.1,13.5) | (9.7,12.8) |
| Moderate extent | 19.5 | 15.9 | 17.1 | 9.6 | 17.8 | 15.8 |
| | (18.5,20.5) | (14.9,17.0) | (14.3,20.3) | (7.7,11.9) | (17.1,18.6) | (14.5,17.1) |
| Slight extent | 13.8 | 13.6 | 16.7 | 15.4 | 14.1 | 13.9 |
| | (13.1,14.6) | (12.4,15.0) | (14.4,19.2) | (12.4,19.0) | (13.4,14.9) | (12.3,15.8) |
| Not at all | 35.6 | 42.8 | 43.2 | 55.5 | 38.8 | 45.2 |
| | (34.6,36.6) | (41.4,44.3) | (40.2,46.3) | (50.6,60.4) | (38.0,39.7) | (42.9,47.5) |

**Table 81h.3**
*Extent of Influence on Decision to Leave the Service–Level of Fairness in Performance Evaluation:  By Retirement/Separation*

81h.  To what extent was each of the following a reason for your leaving the Service?  Level of fairness in performance evaluation

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 89 | 380 | 116 | 749 | 225 | 622 |
| Responding on Item | 3,798 | 17,590 | 4,430 | 22,884 | 6,211 | 29,569 |
| Very great extent | 14.0 | 23.0 | 14.1 | 13.1 | 17.0 | 14.8 |
| | (9.9,19.3) | (21.2,25.0) | (11.2,17.7) | (11.6,14.7) | (13.8,20.8) | (13.6,16.1) |
| Great extent | 13.3 | 14.6 | 10.5 | 11.1 | 11.5 | 12.8 |
| | (9.9,17.7) | (13.4,15.9) | (7.8,14.1) | (10.1,12.2) | (9.4,14.1) | (11.8,13.8) |
| Moderate extent | 10.8 | 18.3 | 10.6 | 19.7 | 11.9 | 18.5 |
| | (7.9,14.5) | (17.0,19.7) | (8.7,12.9) | (18.2,21.3) | (9.9,14.2) | (17.5,19.6) |
| Slight extent | 12.9 | 12.3 | 12.5 | 15.3 | 10.2 | 15.3 |
| | (9.5,17.3) | (11.0,13.9) | (9.9,15.6) | (14.3,16.4) | (7.6,13.5) | (14.3,16.3) |
| Not at all | 49.0 | 31.7 | 52.3 | 40.8 | 49.4 | 38.6 |
| | (43.2,54.9) | (30.1,33.3) | (47.9,56.6) | (39.2,42.5) | (45.8,53.0) | (37.3,39.9) |

**Table 81i.1**

*Extent of Influence on Decision to Leave the Service--Not Getting Desirable or Appropriate Assignments:  By Service*

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,165 | 2,132 | 1,234 | 318 | 217 | 364 | | 33 |
| Responding on Item | 84,713 | 83,860 | 36,128 | 19,114 | 11,221 | 17,396 | | 853 |
| Very great extent | 13.6 | 13.7 | 14.7 | 14.0 | 13.3 | 11.4 | | 11.5 |
| | *(12.7,14.6)* | *(12.7,14.6)* | *(12.9,16.6)* | *(12.8,15.3)* | *(11.7,15.0)* | *(9.6,13.6)* | | *(8.8,15.0)* |
| Great extent | 11.0 | 11.0 | 11.2 | 10.1 | 10.4 | 11.7 | | 14.1 |
| | *(10.3,11.7)* | *(10.3,11.7)* | *(10.1,12.5)* | *(9.0,11.2)* | *(9.3,11.6)* | *(10.1,13.7)* | | *(11.2,17.7)* |
| Moderate extent | 17.4 | 17.5 | 18.6 | 19.1 | 18.0 | 12.8 | | 10.3* |
| | *(16.3,18.5)* | *(16.4,18.6)* | *(16.7,20.7)* | *(17.0,21.5)* | *(16.7,19.4)* | *(11.0,14.9)* | | *(4.0,23.7)* |
| Slight extent | 14.4 | 14.4 | 13.4 | 16.4 | 16.0 | 13.4 | | 17.9* |
| | *(13.6,15.4)* | *(13.5,15.3)* | *(11.8,15.1)* | *(15.1,17.8)* | *(14.4,17.7)* | *(11.7,15.2)* | | *(7.1,38.4)* |
| Not at all | 43.5 | 43.5 | 42.1 | 40.3 | 42.4 | 50.6 | | 46.2 |
| | *(42.4,44.7)* | *(42.3,44.7)* | *(40.7,43.5)* | *(37.8,42.9)* | *(39.6,45.1)* | *(47.2,54.1)* | | *(33.9,58.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81i.2**

*Extent of Influence on Decision to Leave the Service--Not Getting Desirable or Appropriate Assignments:  By Paygrade and Gender*

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,320 | 594 | 60 | 194 | 1,826 | 325 |
| Responding on Item | 45,334 | 28,435 | 5,658 | 5,233 | 72,155 | 12,420 |
| Very great extent | 14.6 | 12.1 | 15.0 | 11.6 | 13.7 | 13.4 |
| | (13.2,16.2) | (11.0,13.4) | (13.2,16.9) | (9.5,14.0) | (12.6,14.8) | (11.7,15.3) |
| Great extent | 11.4 | 9.7 | 13.7 | 11.6 | 11.1 | 10.1 |
| | (10.3,12.5) | (8.6,10.9) | (11.4,16.4) | (9.5,14.0) | (10.4,11.9) | (8.5,12.0) |
| Moderate extent | 19.7 | 15.3 | 18.0 | 8.1 | 17.8 | 14.9 |
| | (17.9,21.6) | (14.0,16.7) | (15.5,20.7) | (6.4,10.0) | (16.6,19.1) | (13.4,16.6) |
| Slight extent | 13.7 | 15.9 | 15.0 | 13.1 | 14.5 | 14.0 |
| | (12.3,15.2) | (14.9,17.0) | (13.2,16.9) | (11.3,15.1) | (13.6,15.5) | (11.7,16.6) |
| Not at all | 40.6 | 47.0 | 38.4 | 55.8 | 42.9 | 47.5 |
| | (39.0,42.2) | (44.8,49.1) | (33.5,43.5) | (52.0,59.4) | (41.7,44.1) | (44.0,51.1) |

**Table 81i.3**
*Extent of Influence on Decision to Leave the Service--Not Getting Desirable or Appropriate Assignments:  By Retirement/Separation*

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 100 | 399 | 117 | 725 | 218 | 584 |
| Responding on Item | 3,787 | 17,571 | 4,429 | 22,908 | 6,218 | 29,607 |
| Very great extent | 11.3 | 19.5 | 8.6 | 12.0 | 11.6 | 12.9 |
| | *(8.1,15.5)* | *(17.6,21.6)* | *(6.5,11.5)* | *(10.1,14.3)* | *(9.2,14.4)* | *(12.0,13.9)* |
| Great extent | 8.8 | 13.5 | 7.1 | 10.2 | 9.0 | 11.4 |
| | *(6.3,12.0)* | *(11.8,15.3)* | *(5.4,9.3)* | *(8.9,11.6)* | *(7.1,11.5)* | *(10.5,12.4)* |
| Moderate extent | 9.3 | 18.5 | 10.9 | 19.0 | 12.7 | 18.5 |
| | *(6.4,13.5)* | *(17.1,20.1)* | *(8.3,14.1)* | *(16.8,21.4)* | *(9.7,16.6)* | *(16.7,20.4)* |
| Slight extent | 12.2 | 13.2 | 14.7 | 15.1 | 14.5 | 14.8 |
| | *(9.1,16.1)* | *(11.6,15.0)* | *(11.4,18.8)* | *(13.5,16.9)* | *(13.0,16.1)* | *(13.7,16.1)* |
| Not at all | 58.4 | 35.3 | 58.7 | 43.6 | 52.2 | 42.4 |
| | *(52.4,64.3)* | *(33.2,37.5)* | *(53.7,63.5)* | *(41.8,45.4)* | *(47.6,56.6)* | *(40.4,44.4)* |

**Table 81j.1**
*Extent of Influence on Decision to Leave the Service--Not Assigned to Jobs Offering Technical/Professional Development: By Service*

81j. To what extent was each of the following a reason for your leaving the Service? Not assigned to jobs offering technical/professional development

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,238 | 2,206 | 1,254 | 302 | 260 | 389 | | 33 |
| Responding on Item | 84,640 | 83,786 | 36,108 | 19,130 | 11,178 | 17,371 | | 853 |
| Very great extent | 10.0 | 10.0 | 11.1 | 10.4 | 10.6 | 6.9 | | 9.0 |
| | *(9.2,10.8)* | *(9.2,10.8)* | *(9.6,12.8)* | *(8.9,12.0)* | *(9.7,11.6)* | *(5.7,8.2)* | | *(6.4,12.4)* |
| Great extent | 8.3 | 8.3 | 9.0 | 7.5 | 8.2 | 8.0 | | 6.4* |
| | *(7.7,9.0)* | *(7.8,9.0)* | *(8.0,10.1)* | *(6.5,8.7)* | *(7.1,9.4)* | *(6.8,9.3)* | | *(1.9,19.1)* |
| Moderate extent | 15.2 | 15.3 | 16.5 | 15.7 | 15.1 | 12.3 | | 5.1 |
| | *(14.5,15.9)* | *(14.6,16.0)* | *(15.9,17.2)* | *(14.3,17.2)* | *(13.4,16.9)* | *(10.3,14.8)* | | *(4.9,5.4)* |
| Slight extent | 13.3 | 13.3 | 13.5 | 14.2 | 14.3 | 11.5 | | 14.1 |
| | *(12.6,14.1)* | *(12.6,14.1)* | *(12.6,14.4)* | *(12.7,15.8)* | *(13.2,15.5)* | *(9.2,14.3)* | | *(11.2,17.7)* |
| Not at all | 53.2 | 53.1 | 49.9 | 52.3 | 51.8 | 61.4 | | 65.4 |
| | *(52.2,54.2)* | *(52.1,54.1)* | *(48.8,51.0)* | *(50.0,54.5)* | *(49.7,53.9)* | *(57.9,64.7)* | | *(50.2,78.0)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81j.2**

*Extent of Influence on Decision to Leave the Service--Not Assigned to Jobs Offering Technical/Professional Development: By Paygrade and Gender*

81j. To what extent was each of the following a reason for your leaving the Service? Not assigned to jobs offering technical/professional development

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,346 | 635 | 56 | 206 | 1,911 | 322 |
| Responding on Item | 45,308 | 28,394 | 5,662 | 5,221 | 72,070 | 12,423 |
| Very great extent | 12.0 | 7.8 | 8.3 | 6.1 | 10.2 | 8.9 |
| | *(10.7,13.5)* | *(7.0,8.6)* | *(6.5,10.5)* | *(4.1,9.1)* | *(9.3,11.1)* | *(7.7,10.2)* |
| Great extent | 9.0 | 7.6 | 8.7 | 5.7 | 8.5 | 7.5 |
| | *(8.1,10.0)* | *(6.9,8.5)* | *(7.4,10.2)* | *(4.0,8.0)* | *(7.8,9.1)* | *(6.2,9.0)* |
| Moderate extent | 17.9 | 13.1 | 10.6 | 7.8 | 15.6 | 12.7 |
| | *(17.0,18.9)* | *(11.8,14.4)* | *(8.2,13.6)* | *(5.9,10.2)* | *(14.9,16.3)* | *(11.1,14.4)* |
| Slight extent | 13.7 | 13.1 | 15.7 | 9.1 | 13.5 | 12.4 |
| | *(12.7,14.7)* | *(12.0,14.2)* | *(12.7,19.2)* | *(7.0,11.7)* | *(12.7,14.3)* | *(10.4,14.8)* |
| Not at all | 47.4 | 58.5 | 56.8 | 71.3 | 52.3 | 58.5 |
| | *(46.0,48.7)* | *(56.9,60.0)* | *(52.3,61.1)* | *(67.3,74.9)* | *(51.3,53.3)* | *(55.5,61.4)* |

## Table 81j.3

**Extent of Influence on Decision to Leave the Service--Not Assigned to Jobs Offering Technical/Professional Development: By Retirement/Separation**

81j.  To what extent was each of the following a reason for your leaving the Service?  Not assigned to jobs offering technical/professional development

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 94 | 381 | 126 | 785 | 274 | 557 |
| Responding on Item | 3,793 | 17,589 | 4,420 | 22,848 | 6,162 | 29,634 |
| Very great extent | 4.8 | 14.7 | 5.0 | 9.8 | 6.5 | 9.5 |
| | (2.7,8.4) | (13.0,16.5) | (3.5,7.0) | (8.2,11.6) | (4.8,8.8) | (8.5,10.5) |
| Great extent | 4.0 | 9.6 | 4.8 | 8.3 | 6.7 | 9.0 |
| | (2.3,6.6) | (8.2,11.3) | (3.0,7.5) | (7.5,9.2) | (5.4,8.3) | (8.1,9.9) |
| Moderate extent | 9.9 | 15.8 | 12.4 | 16.9 | 10.1 | 15.6 |
| | (6.0,16.0) | (14.3,17.5) | (9.3,16.4) | (16.0,17.9) | (8.1,12.4) | (14.3,17.0) |
| Slight extent | 9.5 | 13.3 | 10.2 | 14.1 | 10.7 | 14.3 |
| | (7.0,12.8) | (11.6,15.2) | (8.1,12.7) | (12.8,15.4) | (8.1,14.0) | (13.2,15.5) |
| Not at all | 71.8 | 46.6 | 67.6 | 51.0 | 66.0 | 51.6 |
| | (65.5,77.3) | (44.4,48.8) | (63.5,71.5) | (48.6,53.3) | (61.9,69.8) | (49.8,53.4) |

**Table 81k.1**
*Extent of Influence on Decision to Leave the Service--Lack of Training Opportunities: By Service*

81k. To what extent was each of the following a reason for your leaving the Service? Lack of training opportunities

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,469 | 2,426 | 1,444 | 361 | 255 | 366 | 44 |
| Responding on Item | 84,409 | 83,566 | 35,918 | 19,071 | 11,183 | 17,394 | 842 |
| Very great extent | 9.1 | 9.1 | 10.3 | 8.0 | 9.9 | 7.1 | 13.0 |
| | *(8.4,9.9)* | *(8.4,9.8)* | *(9.1,11.7)* | *(7.1,9.0)* | *(8.7,11.3)* | *(5.5,9.0)* | *(12.0,14.0)* |
| Great extent | 8.1 | 8.1 | 8.8 | 7.4 | 8.9 | 7.0 | 7.8 |
| | *(7.7,8.7)* | *(7.7,8.7)* | *(8.1,9.7)* | *(6.6,8.4)* | *(7.6,10.4)* | *(5.9,8.3)* | *(7.2,8.4)* |
| Moderate extent | 15.4 | 15.5 | 17.9 | 15.0 | 15.1 | 11.2 | 6.5* |
| | *(14.6,16.2)* | *(14.7,16.3)* | *(16.9,19.1)* | *(13.5,16.7)* | *(13.3,17.2)* | *(9.3,13.6)* | *(1.9,19.8)* |
| Slight extent | 14.6 | 14.6 | 14.3 | 15.4 | 16.8 | 12.9 | 15.6 |
| | *(13.9,15.4)* | *(13.8,15.4)* | *(13.1,15.7)* | *(14.0,16.9)* | *(15.4,18.3)* | *(11.1,15.0)* | *(12.1,19.9)* |
| Not at all | 52.7 | 52.7 | 48.5 | 54.2 | 49.2 | 61.7 | 57.1 |
| | *(51.8,53.7)* | *(51.7,53.6)* | *(47.5,49.6)* | *(51.4,56.9)* | *(46.8,51.6)* | *(59.3,64.1)* | *(51.2,62.9)* |

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81k.2**
*Extent of Influence on Decision to Leave the Service--Lack of Training Opportunities:  By Paygrade and Gender*

81k.  To what extent was each of the following a reason for your leaving the Service?  Lack of training opportunities

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,515 | 700 | 59 | 198 | 2,125 | 332 |
| Responding on Item | 45,139 | 28,329 | 5,659 | 5,229 | 71,856 | 12,413 |
| Very great extent | 11.4 | 6.9 | 7.0 | 3.7 | 9.1 | 9.0 |
| | (10.2,12.7) | (6.1,7.8) | (5.6,8.8) | (2.6,5.1) | (8.3,10.0) | (7.8,10.4) |
| Great extent | 9.4 | 7.3 | 7.3 | 2.8 | 8.2 | 7.4 |
| | (8.6,10.2) | (6.5,8.3) | (5.9,8.9) | (1.9,4.3) | (7.7,8.8) | (6.2,8.9) |
| Moderate extent | 18.4 | 12.8 | 13.4 | 5.9 | 15.9 | 12.9 |
| | (17.2,19.6) | (11.8,13.9) | (11.3,15.8) | (4.3,8.2) | (15.0,16.7) | (11.6,14.3) |
| Slight extent | 14.8 | 14.9 | 16.4 | 9.3 | 14.5 | 15.3 |
| | (13.6,16.1) | (13.7,16.2) | (13.0,20.4) | (7.0,12.1) | (13.7,15.4) | (13.6,17.1) |
| Not at all | 46.0 | 58.0 | 55.9 | 78.3 | 52.3 | 55.4 |
| | (44.7,47.3) | (56.2,59.8) | (52.1,59.7) | (74.2,81.9) | (51.3,53.2) | (52.9,58.0) |

**Table 81k.3**
*Extent of Influence on Decision to Leave the Service--Lack of Training Opportunities:  By Retirement/Separation*

81k.  To what extent was each of the following a reason for your leaving the Service?  Lack of training opportunities

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 97 | 434 | 128 | 840 | 275 | 677 |
| Responding on Item | 3,790 | 17,536 | 4,418 | 22,793 | 6,161 | 29,514 |
| Very great extent | 4.8 | 14.2 | 3.4 | 8.6 | 3.4 | 9.1 |
| | *(3.1,7.4)* | *(12.5,16.0)* | *(2.1,5.5)* | *(7.8,9.5)* | *(1.9,5.8)* | *(7.9,10.4)* |
| Great extent | 3.6 | 9.7 | 4.8 | 8.7 | 4.9 | 8.5 |
| | *(2.2,5.7)* | *(8.4,11.3)* | *(3.3,7.0)* | *(7.6,9.9)* | *(3.5,6.8)* | *(7.3,9.9)* |
| Moderate extent | 5.3 | 16.5 | 8.5 | 18.2 | 9.3 | 16.1 |
| | *(3.7,7.6)* | *(14.6,18.7)* | *(5.7,12.6)* | *(17.0,19.5)* | *(7.1,12.3)* | *(14.7,17.6)* |
| Slight extent | 9.7 | 14.6 | 12.3 | 14.6 | 10.1 | 16.7 |
| | *(7.2,12.9)* | *(13.0,16.3)* | *(9.6,15.6)* | *(13.1,16.2)* | *(7.4,13.6)* | *(15.4,18.1)* |
| Not at all | 76.6 | 45.0 | 70.9 | 49.9 | 72.3 | 49.6 |
| | *(71.4,81.1)* | *(42.6,47.4)* | *(66.1,75.3)* | *(48.2,51.6)* | *(67.0,77.0)* | *(47.8,51.5)* |

**Table 811.1**

*Extent of Influence on Decision to Leave the Service--Continue My Education:  By Service*

811.  To what extent was each of the following a reason for your leaving the Service?  Continue my education

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,637 | 2,604 | 1,551 | 361 | 316 | 376 | 33 |
| Responding on Item | 84,241 | 83,388 | 35,811 | 19,071 | 11,122 | 17,384 | 853 |
| Very great extent | 24.2 | 24.3 | 26.2 | 25.3 | 26.8 | 17.6 | 19.2* |
| | (23.2,25.3) | (23.3,25.3) | (24.4,28.1) | (23.4,27.3) | (25.1,28.4) | (15.6,19.9) | (10.2,33.2) |
| Great extent | 12.1 | 12.1 | 12.7 | 12.1 | 13.2 | 9.9 | 11.5* |
| | (11.2,13.0) | (11.2,12.9) | (11.2,14.4) | (11.2,13.1) | (11.7,15.0) | (8.2,11.9) | (2.5,39.6) |
| Moderate extent | 13.8 | 13.9 | 15.9 | 14.1 | 13.6 | 9.5 | 9.0 |
| | (13.1,14.5) | (13.1,14.6) | (14.6,17.2) | (12.8,15.5) | (12.2,15.2) | (8.3,11.0) | (6.4,12.4) |
| Slight extent | 10.8 | 10.8 | 10.8 | 10.4 | 12.3 | 10.2 | 14.1 |
| | (10.2,11.5) | (10.1,11.4) | (9.7,12.0) | (9.4,11.5) | (11.0,13.7) | (8.9,11.7) | (11.2,17.7) |
| Not at all | 39.1 | 39.0 | 34.4 | 38.1 | 34.1 | 52.7 | 46.2 |
| | (38.2,40.0) | (38.1,39.9) | (33.3,35.6) | (35.6,40.6) | (32.0,36.2) | (50.5,54.9) | (33.9,58.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 811.2**
*Extent of Influence on Decision to Leave the Service--Continue My Education:  By Paygrade and Gender*

811.  To what extent was each of the following a reason for your leaving the Service?  Continue my education

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,683 | 697 | 60 | 201 | 2,288 | 344 |
| Responding on Item | 44,971 | 28,332 | 5,658 | 5,226 | 71,693 | 12,401 |
| Very great extent | 31.0 | 18.8 | 16.3 | 4.0 | 23.7 | 27.1 |
| | (29.3,32.8) | (17.7,20.1) | (14.9,17.8) | (2.8,5.6) | (22.6,24.9) | (25.2,29.2) |
| Great extent | 13.9 | 11.3 | 10.0 | 2.9 | 12.1 | 11.8 |
| | (12.5,15.4) | (10.2,12.5) | (8.6,11.6) | (1.8,4.7) | (11.2,13.1) | (10.3,13.4) |
| Moderate extent | 15.2 | 14.0 | 10.1 | 5.1 | 14.0 | 12.2 |
| | (14.0,16.3) | (12.9,15.1) | (8.8,11.6) | (3.6,7.2) | (13.2,14.9) | (10.5,14.1) |
| Slight extent | 10.5 | 11.7 | 11.0 | 7.9 | 11.1 | 9.0 |
| | (9.5,11.6) | (10.8,12.8) | (9.5,12.7) | (6.9,9.0) | (10.4,11.9) | (7.9,10.2) |
| Not at all | 29.4 | 44.1 | 52.6 | 80.1 | 39.0 | 39.9 |
| | (28.2,30.7) | (42.4,45.9) | (49.6,55.6) | (78.3,81.8) | (38.0,40.0) | (37.3,42.6) |

**Table 811.3**
*Extent of Influence on Decision to Leave the Service--Continue My Education:  By Retirement/Separation*

811.  To what extent was each of the following a reason for your leaving the Service?  Continue my education

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 107 | 567 | 136 | 823 | 279 | 676 |
| Responding on Item | 3,780 | 17,403 | 4,410 | 22,810 | 6,157 | 29,515 |
| Very great extent | 7.4 | 26.4 | 4.6 | 31.4 | 6.0 | 26.3 |
| | (5.0,10.8) | (24.1,28.8) | (3.4,6.3) | (29.0,33.8) | (3.9,9.1) | (24.7,28.0) |
| Great extent | 4.0 | 12.2 | 7.5 | 13.2 | 6.5 | 14.0 |
| | (2.5,6.2) | (10.7,14.0) | (4.5,12.4) | (11.8,14.9) | (4.3,9.5) | (12.5,15.6) |
| Moderate extent | 8.7 | 15.2 | 9.5 | 14.6 | 9.6 | 14.6 |
| | (6.6,11.3) | (14.0,16.5) | (7.9,11.4) | (13.4,15.8) | (6.7,13.5) | (13.4,15.8) |
| Slight extent | 11.4 | 10.4 | 9.7 | 9.4 | 13.1 | 11.7 |
| | (8.1,15.8) | (8.9,12.1) | (7.5,12.3) | (8.1,10.8) | (10.4,16.5) | (10.4,13.2) |
| Not at all | 68.5 | 35.8 | 68.7 | 31.5 | 64.8 | 33.4 |
| | (63.3,73.3) | (33.6,38.0) | (65.2,71.9) | (29.5,33.5) | (59.2,70.1) | (31.4,35.5) |

**Table 81m.1**
*Extent of Influence on Decision to Leave the Service--Desire to Get Out While Jobs Are Easy to Get: By Service*

81m. To what extent was each of the following a reason for your leaving the Service? Desire to get out while jobs are easy to get

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,274 | 2,241 | 1,274 | 328 | 254 | 386 | 33 |
| Responding on Item | 84,604 | 83,751 | 36,088 | 19,104 | 11,184 | 17,374 | 853 |
| Very great extent | 13.6 | 13.6 | 14.4 | 14.0 | 13.6 | 11.8 | 7.7* |
| | (12.6,14.6) | (12.7,14.7) | (12.4,16.6) | (12.9,15.1) | (12.4,14.8) | (10.1,13.6) | (4.2,13.7) |
| Great extent | 11.9 | 11.9 | 11.0 | 13.2 | 10.9 | 12.7 | 14.1 |
| | (11.2,12.6) | (11.2,12.5) | (10.0,12.2) | (12.1,14.3) | (9.6,12.4) | (11.2,14.4) | (11.2,17.7) |
| Moderate extent | 17.4 | 17.5 | 18.4 | 19.0 | 16.4 | 14.9 | 7.7 |
| | (16.8,18.2) | (16.9,18.3) | (17.6,19.2) | (17.2,20.9) | (15.1,17.8) | (13.2,16.9) | (7.3,8.1) |
| Slight extent | 13.6 | 13.5 | 13.6 | 13.0 | 12.9 | 14.0 | 21.8 |
| | (12.9,14.2) | (12.8,14.1) | (13.0,14.3) | (11.8,14.4) | (10.8,15.3) | (12.2,16.0) | (20.4,23.3) |
| Not at all | 43.5 | 43.5 | 42.5 | 40.9 | 46.2 | 46.6 | 48.7 |
| | (42.3,44.7) | (42.3,44.7) | (40.7,44.4) | (38.9,42.9) | (43.6,48.8) | (43.4,49.7) | (46.3,51.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81m.2**
*Extent of Influence on Decision to Leave the Service--Desire to Get Out While Jobs Are Easy to Get:  By Paygrade and Gender*

81m.  To what extent was each of the following a reason for your leaving the Service?  Desire to get out while jobs are easy to get

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,394 | 626 | 51 | 206 | 1,935 | 334 |
| Responding on Item | 45,260 | 28,403 | 5,667 | 5,221 | 72,046 | 12,411 |
| Very great extent | 13.4 | 15.5 | 10.0 | 8.3 | 14.3 | 9.2 |
| | *(11.8,15.2)* | *(14.3,16.8)* | *(8.3,12.0)* | *(6.4,10.7)* | *(13.2,15.5)* | *(7.8,10.8)* |
| Great extent | 10.0 | 14.3 | 12.7 | 14.2 | 12.6 | 7.6 |
| | *(9.1,11.0)* | *(13.3,15.3)* | *(10.5,15.2)* | *(11.9,17.0)* | *(11.9,13.4)* | *(6.5,8.9)* |
| Moderate extent | 18.1 | 16.9 | 16.8 | 15.1 | 18.5 | 11.1 |
| | *(17.3,18.9)* | *(15.5,18.5)* | *(14.1,19.8)* | *(13.4,17.0)* | *(17.7,19.3)* | *(9.8,12.7)* |
| Slight extent | 13.4 | 13.6 | 14.2 | 14.2 | 13.6 | 13.4 |
| | *(12.6,14.2)* | *(12.4,14.8)* | *(12.4,16.2)* | *(12.5,16.2)* | *(12.9,14.3)* | *(11.5,15.5)* |
| Not at all | 45.0 | 39.7 | 46.4 | 48.1 | 41.0 | 58.7 |
| | *(43.1,47.0)* | *(38.4,41.0)* | *(44.0,48.7)* | *(44.3,52.0)* | *(39.7,42.3)* | *(55.8,61.6)* |

**Table 81m.3**
*Extent of Influence on Decision to Leave the Service--Desire to Get Out While Jobs Are Easy to Get:  By Retirement/Separation*

81m.  To what extent was each of the following a reason for your leaving the Service?  Desire to get out while jobs are easy to get

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 91 | 404 | 127 | 789 | 269 | 572 |
| Responding on Item | 3,796 | 17,566 | 4,419 | 22,844 | 6,167 | 29,619 |
| Very great extent | 14.2 | 15.1 | 10.9 | 14.2 | 11.1 | 13.1 |
| | (11.8,17.0) | (13.3,17.1) | (7.8,14.9) | (12.5,16.1) | (8.1,14.9) | (11.7,14.6) |
| Great extent | 13.0 | 11.0 | 15.6 | 11.0 | 14.9 | 11.8 |
| | (9.4,17.6) | (9.7,12.5) | (12.8,18.8) | (9.9,12.3) | (12.5,17.6) | (10.2,13.6) |
| Moderate extent | 13.6 | 15.8 | 18.6 | 18.3 | 16.1 | 18.3 |
| | (10.4,17.6) | (14.5,17.2) | (13.3,25.3) | (16.9,19.9) | (13.2,19.5) | (16.9,19.8) |
| Slight extent | 10.7 | 11.5 | 17.1 | 13.2 | 14.8 | 14.6 |
| | (7.7,14.8) | (9.9,13.3) | (14.1,20.6) | (11.8,14.7) | (11.4,19.0) | (13.6,15.7) |
| Not at all | 48.5 | 46.5 | 37.9 | 43.2 | 43.2 | 42.2 |
| | (44.4,52.6) | (43.3,49.7) | (32.6,43.4) | (41.2,45.2) | (41.1,45.4) | (40.7,43.7) |

**Table 81n.1**

*Extent of Influence on Decision to Leave the Service--Desire to Start Second Career Before Becoming Too Old: By Service*

81n. To what extent was each of the following a reason for your leaving the Service? Desire to start second career before becoming too old

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,139 | 2,106 | 1,252 | 265 | 238 | 351 | 33 |
| Responding on Item | 84,739 | 83,886 | 36,110 | 19,167 | 11,200 | 17,409 | 853 |
| Very great extent | 20.7 | 20.8 | 19.6 | 23.6 | 21.4 | 19.9 | 11.5 |
| | *(19.6,21.9)* | *(19.6,22.0)* | *(17.8,21.5)* | *(20.9,26.6)* | *(19.9,22.9)* | *(17.4,22.6)* | *(9.7,13.6)* |
| Great extent | 16.0 | 15.9 | 14.3 | 17.3 | 14.8 | 18.3 | 24.4 |
| | *(15.2,16.7)* | *(15.1,16.6)* | *(13.2,15.4)* | *(16.2,18.5)* | *(13.4,16.3)* | *(16.1,20.7)* | *(23.1,25.7)* |
| Moderate extent | 16.0 | 16.0 | 16.7 | 16.3 | 16.3 | 14.1 | 15.4 |
| | *(15.3,16.7)* | *(15.3,16.7)* | *(15.8,17.7)* | *(14.8,17.9)* | *(14.6,18.2)* | *(12.5,15.7)* | *(14.6,16.2)* |
| Slight extent | 9.6 | 9.6 | 9.8 | 8.7 | 10.0 | 9.8 | 9.0 |
| | *(9.1,10.1)* | *(9.1,10.1)* | *(9.1,10.6)* | *(7.6,9.8)* | *(8.9,11.3)* | *(8.4,11.3)* | *(6.4,12.4)* |
| Not at all | 37.8 | 37.7 | 39.6 | 34.1 | 37.5 | 38.0 | 39.7 |
| | *(36.6,38.9)* | *(36.6,38.9)* | *(37.8,41.4)* | *(31.9,36.3)* | *(35.4,39.6)* | *(34.8,41.4)* | *(39.2,40.3)* |

**Table 81n.2**
*Extent of Influence on Decision to Leave the Service--Desire to Start Second Career Before Becoming Too Old:  By Paygrade and Gender*

81n.  To what extent was each of the following a reason for your leaving the Service?  Desire to start second career before becoming too old

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,386 | 535 | 47 | 174 | 1,825 | 309 |
| Responding on Item | 45,268 | 28,494 | 5,671 | 5,253 | 72,156 | 12,436 |
| Very great extent | 17.5 | 26.4 | 18.1 | 20.5 | 21.6 | 15.5 |
| | (15.8,19.4) | (24.6,28.3) | (15.1,21.5) | (17.6,23.7) | (20.3,23.0) | (13.5,17.7) |
| Great extent | 12.3 | 19.8 | 20.0 | 22.6 | 16.9 | 10.4 |
| | (11.4,13.3) | (18.4,21.3) | (18.3,21.8) | (21.0,24.4) | (16.1,17.8) | (9.1,11.9) |
| Moderate extent | 16.0 | 16.1 | 14.6 | 16.8 | 17.0 | 10.3 |
| | (15.2,16.9) | (15.1,17.2) | (12.4,17.1) | (13.7,20.3) | (16.2,17.8) | (9.1,11.6) |
| Slight extent | 10.0 | 8.9 | 9.8 | 9.6 | 9.7 | 8.7 |
| | (9.1,10.9) | (8.3,9.5) | (8.3,11.6) | (8.5,10.7) | (9.1,10.3) | (7.3,10.4) |
| Not at all | 44.2 | 28.8 | 37.6 | 30.6 | 34.8 | 55.1 |
| | (42.4,46.0) | (27.5,30.2) | (34.2,41.1) | (27.9,33.4) | (33.6,36.0) | (51.1,58.9) |

**Table 81n.3**
*Extent of Influence on Decision to Leave the Service--Desire to Start Second Career Before Becoming Too Old:  By Retirement/Separation*

81n.  To what extent was each of the following a reason for your leaving the Service?  Desire to start second career before becoming too old

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 96 | 371 | 118 | 778 | 195 | 560 |
| Responding on Item | 3,791 | 17,599 | 4,428 | 22,855 | 6,241 | 29,631 |
| Very great extent | 29.9 | 19.4 | 30.0 | 19.4 | 27.7 | 18.5 |
| | (26.0,34.1) | (17.7,21.3) | (25.2,35.4) | (17.8,21.2) | (23.2,32.8) | (16.8,20.4) |
| Great extent | 21.3 | 13.6 | 25.7 | 13.0 | 23.9 | 15.9 |
| | (16.3,27.3) | (12.2,15.1) | (21.6,30.3) | (11.7,14.6) | (20.8,27.4) | (14.2,17.7) |
| Moderate extent | 15.6 | 14.6 | 18.6 | 17.2 | 16.3 | 15.6 |
| | (12.1,20.0) | (13.4,15.9) | (16.6,20.7) | (15.4,19.0) | (13.6,19.4) | (14.4,16.8) |
| Slight extent | 7.2 | 8.6 | 7.5 | 10.4 | 12.3 | 9.5 |
| | (4.9,10.6) | (7.2,10.3) | (5.6,10.0) | (9.2,11.7) | (10.1,15.0) | (8.8,10.1) |
| Not at all | 26.0 | 43.8 | 18.1 | 40.0 | 19.7 | 40.6 |
| | (22.1,30.2) | (40.9,46.7) | (15.2,21.5) | (38.4,41.7) | (17.1,22.5) | (38.4,42.8) |

**Table 81o.1**

*Extent of Influence on Decision to Leave the Service--Desire to Start Second Career Before Having to Pay for Childrens' Education:  By Service*

81o.  To what extent was each of the following a reason for your leaving the Service?  Desire to start second career before having to pay for childrens' education

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,312 | 2,279 | 1,289 | 326 | 249 | 415 | 33 |
| Responding on Item | 84,566 | 83,713 | 36,073 | 19,106 | 11,189 | 17,345 | 853 |
| Very great extent | 9.7 | 9.8 | 9.8 | 10.0 | 11.7 | 8.3 | 3.8* |
| | *(9.1,10.5)* | *(9.1,10.5)* | *(8.9,10.8)* | *(8.5,11.8)* | *(10.5,13.0)* | *(6.6,10.4)* | *(2.1,6.9)* |
| Great extent | 8.8 | 8.9 | 8.8 | 9.8 | 8.6 | 8.1 | 5.1 |
| | *(8.4,9.3)* | *(8.4,9.3)* | *(8.2,9.5)* | *(8.8,10.9)* | *(7.6,9.7)* | *(6.9,9.4)* | *(4.9,5.4)* |
| Moderate extent | 12.0 | 12.1 | 13.2 | 12.4 | 11.9 | 9.4 | 9.0 |
| | *(11.4,12.7)* | *(11.4,12.7)* | *(12.3,14.2)* | *(11.1,13.7)* | *(10.7,13.3)* | *(7.7,11.4)* | *(6.4,12.4)* |
| Slight extent | 8.0 | 8.0 | 8.0 | 8.1 | 8.0 | 7.6 | 10.3 |
| | *(7.5,8.5)* | *(7.5,8.4)* | *(7.5,8.7)* | *(7.2,9.1)* | *(7.0,9.1)* | *(6.3,9.2)* | *(9.7,10.8)* |
| Not at all | 61.4 | 61.3 | 60.1 | 59.8 | 59.8 | 66.6 | 71.8 |
| | *(60.5,62.4)* | *(60.4,62.3)* | *(59.2,61.0)* | *(57.3,62.2)* | *(57.8,61.7)* | *(63.7,69.3)* | *(70.3,73.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81o.2**

*Extent of Influence on Decision to Leave the Service--Desire to Start Second Career Before Having to Pay for Childrens' Education: By Paygrade and Gender*

81o. To what extent was each of the following a reason for your leaving the Service? Desire to start second career before having to pay for childrens' education

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,405 | 660 | 44 | 206 | 1,974 | 332 |
| Responding on Item | 45,249 | 28,369 | 5,674 | 5,221 | 72,007 | 12,413 |
| Very great extent | 9.7 | 10.9 | 7.0 | 7.0 | 10.2 | 7.3 |
| | (8.8,10.7) | (9.7,12.3) | (5.5,8.9) | (5.6,8.8) | (9.5,10.9) | (5.6,9.3) |
| Great extent | 7.8 | 10.1 | 8.0 | 11.8 | 9.4 | 5.4 |
| | (7.2,8.4) | (9.3,11.0) | (6.4,10.0) | (10.6,13.1) | (8.9,9.9) | (4.6,6.3) |
| Moderate extent | 12.8 | 11.9 | 9.1 | 9.1 | 12.8 | 7.9 |
| | (11.9,13.7) | (10.9,13.0) | (7.2,11.4) | (7.0,11.7) | (12.0,13.5) | (6.9,9.0) |
| Slight extent | 7.9 | 8.1 | 6.5 | 9.6 | 8.4 | 5.6 |
| | (7.3,8.6) | (7.4,8.9) | (5.0,8.3) | (7.3,12.5) | (7.9,8.9) | (4.6,6.8) |
| Not at all | 61.8 | 59.0 | 69.4 | 62.5 | 59.3 | 73.8 |
| | (60.7,63.0) | (57.3,60.6) | (65.4,73.2) | (59.4,65.5) | (58.4,60.3) | (70.8,76.6) |

**Table 81o.3**

*Extent of Influence on Decision to Leave the Service--Desire to Start Second Career Before Having to Pay for Childrens' Education: By Retirement/Separation*

81o.  To what extent was each of the following a reason for your leaving the Service?  Desire to start second career before having to pay for childrens' education

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 96 | 370 | 127 | 800 | 285 | 612 |
| Responding on Item | 3,791 | 17,600 | 4,419 | 22,833 | 6,151 | 29,579 |
| Very great extent | 9.3 | 10.1 | 9.8 | 10.5 | 9.2 | 9.0 |
| | (6.1,13.8) | (9.0,11.5) | (6.9,13.8) | (9.6,11.6) | (6.7,12.7) | (8.2,10.0) |
| Great extent | 10.1 | 8.6 | 11.7 | 7.8 | 12.5 | 8.4 |
| | (6.5,15.3) | (7.5,9.8) | (9.5,14.4) | (6.9,8.8) | (10.4,15.1) | (7.7,9.3) |
| Moderate extent | 12.7 | 11.2 | 12.1 | 13.1 | 10.9 | 11.7 |
| | (9.2,17.3) | (9.7,12.8) | (8.9,16.2) | (12.0,14.3) | (8.8,13.3) | (10.8,12.7) |
| Slight extent | 8.4 | 6.8 | 9.4 | 8.1 | 11.2 | 7.6 |
| | (5.5,12.5) | (5.7,8.1) | (7.6,11.7) | (7.3,9.0) | (8.8,14.0) | (6.6,8.7) |
| Not at all | 59.6 | 63.2 | 57.0 | 60.4 | 56.2 | 63.2 |
| | (55.5,63.6) | (61.2,65.2) | (49.4,64.2) | (58.8,62.0) | (52.5,59.8) | (61.3,65.1) |

**Table 81p.1**
*Extent of Influence on Decision to Leave the Service--Desire to Settle in a Particular Location:  By Service*

81p.  To what extent was each of the following a reason for your leaving the Service?  Desire to settle in a particular location

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,192 | 2,160 | 1,256 | 288 | 253 | 363 | 33 |
| Responding on Item | 84,686 | 83,832 | 36,106 | 19,144 | 11,185 | 17,397 | 853 |
| Very great extent | 20.1 | 20.1 | 18.1 | 21.7 | 23.3 | 20.1 | 20.5 |
| | (19.2,20.9) | (19.2,20.9) | (16.7,19.6) | (20.1,23.4) | (21.4,25.4) | (18.3,22.1) | (16.8,24.8) |
| Great extent | 14.3 | 14.3 | 12.9 | 14.7 | 14.3 | 16.4 | 17.9* |
| | (13.6,15.1) | (13.5,15.0) | (12.0,14.0) | (13.2,16.3) | (11.9,17.2) | (14.8,18.2) | (9.5,31.3) |
| Moderate extent | 15.5 | 15.5 | 15.8 | 15.6 | 16.0 | 14.6 | 11.5 |
| | (14.7,16.3) | (14.7,16.3) | (15.1,16.6) | (13.9,17.5) | (13.5,19.0) | (12.4,17.1) | (9.7,13.6) |
| Slight extent | 10.3 | 10.3 | 10.2 | 10.4 | 10.2 | 10.4 | 10.3 |
| | (9.8,10.8) | (9.7,10.8) | (9.5,10.8) | (9.1,11.9) | (8.8,11.8) | (9.1,11.8) | (9.7,10.8) |
| Not at all | 39.9 | 39.9 | 43.0 | 37.6 | 36.1 | 38.5 | 39.7 |
| | (38.7,41.1) | (38.7,41.1) | (41.0,45.0) | (35.7,39.4) | (33.3,39.1) | (35.5,41.6) | (34.3,45.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81p.2**
*Extent of Influence on Decision to Leave the Service--Desire to Settle in a Particular Location:  By Paygrade and Gender*

81p.  To what extent was each of the following a reason for your leaving the Service?  Desire to settle in a particular location

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,338 | 602 | 53 | 203 | 1,843 | 344 |
| Responding on Item | 45,316 | 28,427 | 5,665 | 5,224 | 72,138 | 12,401 |
| Very great extent | 18.6 | 21.9 | 22.8 | 19.4 | 20.4 | 18.3 |
| | (17.3,20.0) | (20.7,23.2) | (20.4,25.3) | (16.8,22.2) | (19.4,21.4) | (16.5,20.2) |
| Great extent | 12.0 | 16.1 | 18.1 | 19.9 | 14.8 | 11.3 |
| | (11.0,13.1) | (15.1,17.2) | (15.9,20.4) | (17.3,22.8) | (14.0,15.7) | (9.7,13.0) |
| Moderate extent | 16.6 | 14.5 | 13.3 | 13.5 | 16.1 | 11.8 |
| | (15.6,17.7) | (13.3,15.7) | (9.6,18.1) | (11.6,15.5) | (15.3,17.0) | (10.1,13.7) |
| Slight extent | 10.4 | 9.7 | 11.5 | 11.0 | 10.4 | 9.5 |
| | (9.8,11.1) | (8.8,10.7) | (8.9,14.8) | (9.1,13.1) | (9.9,10.9) | (8.1,11.0) |
| Not at all | 42.3 | 37.8 | 34.4 | 36.3 | 38.3 | 49.1 |
| | (40.5,44.1) | (36.2,39.4) | (31.3,37.6) | (31.5,41.3) | (37.0,39.6) | (46.3,52.0) |

**Table 81p.3**
*Extent of Influence on Decision to Leave the Service--Desire to Settle in a Particular Location: By Retirement/Separation*

81p. To what extent was each of the following a reason for your leaving the Service? Desire to settle in a particular location

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 101 | 368 | 122 | 737 | 247 | 594 |
| Responding on Item | 3,786 | 17,602 | 4,424 | 22,896 | 6,189 | 29,597 |
| Very great extent | 19.9 | 20.1 | 19.7 | 20.7 | 19.5 | 19.7 |
| | (16.5,23.7) | (18.6,21.7) | (16.3,23.5) | (19.2,22.2) | (16.9,22.5) | (18.5,21.0) |
| Great extent | 14.9 | 12.8 | 17.5 | 13.9 | 18.4 | 14.2 |
| | (11.2,19.4) | (11.3,14.4) | (12.6,23.8) | (12.7,15.1) | (15.5,21.8) | (12.8,15.7) |
| Moderate extent | 12.3 | 15.7 | 13.3 | 15.6 | 14.8 | 16.0 |
| | (8.6,17.1) | (14.0,17.7) | (11.2,15.7) | (14.2,17.1) | (13.0,16.9) | (14.5,17.6) |
| Slight extent | 9.2 | 8.3 | 10.4 | 10.7 | 11.8 | 11.0 |
| | (7.4,11.5) | (7.4,9.2) | (8.0,13.4) | (9.3,12.2) | (10.0,14.0) | (9.8,12.2) |
| Not at all | 43.8 | 43.1 | 39.1 | 39.1 | 35.4 | 39.1 |
| | (36.9,50.9) | (41.1,45.2) | (32.9,45.6) | (37.5,40.8) | (32.3,38.6) | (37.0,41.2) |

**Table 81q.1**
*Extent of Influence on Decision to Leave the Service--Family Problems at Home:  By Service*

81q.  To what extent was each of the following a reason for your leaving the Service?  Family problems at home

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,760 | 2,716 | 1,527 | 422 | 301 | 466 | 44 |
| Responding on Item | 84,118 | 83,276 | 35,835 | 19,010 | 11,137 | 17,294 | 842 |
| Very great extent | 4.2 | 4.2 | 5.5 | 4.2 | 3.7 | 1.7 | 6.5 |
| | (3.8,4.7) | (3.8,4.6) | (4.9,6.2) | (3.2,5.5) | (2.7,5.1) | (1.2,2.4) | (4.5,9.3) |
| Great extent | 3.2 | 3.2 | 3.8 | 3.1 | 3.2 | 2.1 | 1.3* |
| | (2.8,3.6) | (2.9,3.6) | (3.2,4.4) | (2.3,4.2) | (2.6,4.0) | (1.5,2.9) | (0.2,7.0) |
| Moderate extent | 8.0 | 8.0 | 9.9 | 7.9 | 8.0 | 4.2 | 3.9* |
| | (7.6,8.4) | (7.6,8.5) | (9.3,10.5) | (6.8,9.1) | (7.1,9.1) | (3.4,5.3) | (2.0,7.5) |
| Slight extent | 6.8 | 6.8 | 7.6 | 7.5 | 7.5 | 4.1 | 1.3* |
| | (6.2,7.4) | (6.3,7.4) | (6.8,8.6) | (6.1,9.1) | (6.3,9.0) | (3.3,5.1) | (0.2,7.0) |
| Not at all | 77.8 | 77.7 | 73.2 | 77.3 | 77.5 | 87.9 | 87.0 |
| | (77.2,78.5) | (77.1,78.4) | (72.4,73.9) | (75.6,79.0) | (76.5,78.5) | (85.7,89.8) | (81.5,91.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81q.2**
*Extent of Influence on Decision to Leave the Service--Family Problems at Home:  By Paygrade and Gender*

81q.  To what extent was each of the following a reason for your leaving the Service?  Family problems at home

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | | Gender | |
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,737 | 739 | 86 | 199 | | 2,391 | 363 |
| Responding on Item | 44,917 | 28,290 | 5,632 | 5,228 | | 71,590 | 12,382 |
| Very great extent | 5.7 | 2.9 | 1.1 | 1.6 | | 4.3 | 3.6 |
| | (5.1,6.4) | (2.3,3.8) | (0.6,1.9) | (1.0,2.5) | | (3.9,4.9) | (3.1,4.1) |
| Great extent | 4.1 | 2.3 | 1.7* | 2.1* | | 3.1 | 3.4 |
| | (3.5,4.7) | (1.9,2.8) | (0.9,3.2) | (1.1,3.9) | | (2.7,3.6) | (2.7,4.2) |
| Moderate extent | 10.8 | 5.6 | 2.8 | 1.7 | | 8.2 | 6.5 |
| | (10.1,11.6) | (5.1,6.2) | (2.0,3.9) | (1.0,3.1) | | (7.8,8.7) | (5.4,7.7) |
| Slight extent | 7.8 | 6.0 | 4.1 | 5.0 | | 6.9 | 6.2 |
| | (7.0,8.7) | (5.2,7.0) | (2.9,5.8) | (3.2,7.9) | | (6.2,7.5) | (5.2,7.3) |
| Not at all | 71.6 | 83.1 | 90.3 | 89.5 | | 77.4 | 80.4 |
| | (70.6,72.6) | (81.7,84.5) | (88.9,91.6) | (87.6,91.2) | | (76.7,78.2) | (78.6,82.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81q.3**
*Extent of Influence on Decision to Leave the Service--Family Problems at Home:  By Retirement/Separation*

81q.  To what extent was each of the following a reason for your leaving the Service?  Family problems at home

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 106 | 488 | 120 | 981 | 283 | 735 |
| Responding on Item | 3,781 | 17,482 | 4,426 | 22,652 | 6,153 | 29,456 |
| Very great extent | 3.2 | 5.9 | 1.8* | 4.8 | 1.6* | 3.8 |
| | (1.8,5.3) | (4.4,7.8) | (0.7,4.1) | (4.1,5.7) | (0.6,4.0) | (3.2,4.6) |
| Great extent | 2.1* | 4.0 | 1.3 | 3.8 | 1.9 | 2.9 |
| | (1.0,4.4) | (3.0,5.2) | (0.8,2.2) | (3.2,4.7) | (1.1,3.4) | (2.4,3.6) |
| Moderate extent | 4.6 | 8.6 | 3.6 | 10.3 | 3.1 | 8.0 |
| | (2.8,7.3) | (7.5,9.9) | (2.5,5.4) | (9.5,11.2) | (2.3,4.2) | (7.2,8.8) |
| Slight extent | 4.5 | 6.3 | 5.0 | 7.8 | 7.1 | 6.8 |
| | (2.7,7.4) | (5.3,7.4) | (4.0,6.4) | (6.4,9.5) | (4.9,10.1) | (5.9,7.8) |
| Not at all | 85.6 | 75.3 | 88.2 | 73.3 | 86.3 | 78.6 |
| | (82.4,88.3) | (72.7,77.7) | (85.3,90.6) | (71.7,74.7) | (83.1,89.0) | (77.2,79.9) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81r.1**

*Extent of Influence on Decision to Leave the Service--Family Wanted Me to Separate/Retire:  By Service*

81r.  To what extent was each of the following a reason for your leaving the Service?  Family wanted me to separate/retire

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,334 | 2,301 | 1,291 | 346 | 224 | 439 | | 33 |
| Responding on Item | 84,544 | 83,691 | 36,071 | 19,086 | 11,214 | 17,321 | | 853 |
| Very great extent | 8.3 | 8.3 | 9.2 | 9.4 | 7.1 | 5.9 | | 7.7* |
| | *(7.6,9.1)* | *(7.6,9.1)* | *(7.9,10.8)* | *(8.3,10.6)* | *(6.1,8.3)* | *(4.7,7.4)* | | *(4.2,13.7)* |
| Great extent | 6.3 | 6.3 | 6.3 | 6.9 | 5.7 | 6.1 | | 7.7* |
| | *(5.7,7.0)* | *(5.7,7.0)* | *(5.4,7.4)* | *(5.4,8.8)* | *(4.8,6.8)* | *(4.8,7.5)* | | *(4.2,13.7)* |
| Moderate extent | 11.3 | 11.3 | 13.2 | 12.1 | 9.6 | 7.7 | | 9.0 |
| | *(10.6,12.0)* | *(10.6,12.0)* | *(12.2,14.3)* | *(10.4,14.0)* | *(8.7,10.6)* | *(6.2,9.5)* | | *(7.1,11.3)* |
| Slight extent | 11.0 | 11.0 | 10.3 | 11.9 | 9.7 | 12.2 | | 10.3 |
| | *(10.4,11.5)* | *(10.5,11.5)* | *(9.6,11.1)* | *(10.6,13.3)* | *(9.1,10.5)* | *(10.9,13.6)* | | *(6.5,15.7)* |
| Not at all | 63.1 | 63.1 | 61.0 | 59.8 | 67.8 | 68.1 | | 65.4 |
| | *(62.3,63.9)* | *(62.3,63.9)* | *(59.8,62.1)* | *(58.3,61.2)* | *(66.3,69.2)* | *(65.5,70.6)* | | *(48.6,79.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81r.2**
*Extent of Influence on Decision to Leave the Service--Family Wanted Me to Separate/Retire: By Paygrade and Gender*

81r. To what extent was each of the following a reason for your leaving the Service? Family wanted me to separate/retire

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,424 | 672 | 53 | 189 | 1,977 | 351 |
| Responding on Item | 45,230 | 28,357 | 5,665 | 5,238 | 72,004 | 12,394 |
| Very great extent | 8.9 | 8.2 | 4.9 | 7.0 | 8.4 | 7.5 |
| | (7.7,10.3) | (7.4,9.1) | (3.8,6.2) | (4.8,10.0) | (7.6,9.3) | (6.2,8.9) |
| Great extent | 6.0 | 6.5 | 6.4 | 8.1 | 6.3 | 6.5 |
| | (5.2,7.0) | (5.4,7.9) | (5.1,8.0) | (6.4,10.3) | (5.6,7.1) | (5.5,7.8) |
| Moderate extent | 12.9 | 10.1 | 7.3 | 8.5 | 11.7 | 8.9 |
| | (11.9,13.9) | (8.8,11.5) | (5.5,9.7) | (6.2,11.4) | (10.9,12.5) | (7.6,10.3) |
| Slight extent | 10.0 | 11.2 | 13.7 | 15.0 | 11.4 | 8.8 |
| | (9.3,10.8) | (10.4,12.1) | (11.6,16.3) | (13.2,17.1) | (10.8,11.9) | (7.4,10.3) |
| Not at all | 62.2 | 64.0 | 67.7 | 61.4 | 62.2 | 68.4 |
| | (60.8,63.5) | (62.8,65.1) | (64.1,71.1) | (58.0,64.7) | (61.3,63.1) | (66.3,70.3) |

**Table 81r.3**
*Extent of Influence on Decision to Leave the Service--Family Wanted Me to Separate/Retire:  By Retirement/Separation*

81r.  To what extent was each of the following a reason for your leaving the Service?  Family wanted me to separate/retire

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 112 | 389 | 133 | 793 | 281 | 605 |
| Responding on Item | 3,775 | 17,581 | 4,413 | 22,840 | 6,155 | 29,586 |
| Very great extent | 8.0 | 9.4 | 7.3 | 8.6 | 9.0 | 7.5 |
| | *(6.0,10.6)* | *(8.1,10.7)* | *(4.6,11.3)* | *(7.0,10.4)* | *(7.3,11.1)* | *(6.4,8.7)* |
| Great extent | 8.1 | 6.6 | 7.8 | 6.7 | 5.5 | 5.6 |
| | *(4.9,13.1)* | *(5.7,7.7)* | *(5.5,10.8)* | *(5.8,7.7)* | *(3.9,7.7)* | *(4.8,6.6)* |
| Moderate extent | 5.2 | 11.8 | 13.2 | 12.9 | 10.9 | 10.3 |
| | *(3.5,7.6)* | *(10.5,13.2)* | *(9.0,19.1)* | *(11.9,14.0)* | *(7.9,14.8)* | *(9.2,11.5)* |
| Slight extent | 14.1 | 8.4 | 12.1 | 11.2 | 14.6 | 10.9 |
| | *(11.5,17.2)* | *(7.4,9.5)* | *(9.3,15.5)* | *(9.5,13.2)* | *(11.6,18.2)* | *(9.4,12.6)* |
| Not at all | 64.5 | 63.8 | 59.6 | 60.6 | 60.1 | 65.7 |
| | *(59.5,69.2)* | *(61.6,66.0)* | *(55.9,63.2)* | *(59.1,62.1)* | *(56.7,63.4)* | *(63.3,67.9)* |

**Table 81s.1**

*Extent of Influence on Decision to Leave the Service--Number of PCS Moves:  By Service*

81s.  To what extent was each of the following a reason for your leaving the Service?  Number of PCS moves

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,404 | 2,371 | 1,358 | 342 | 252 | 419 | | 33 |
| Responding on Item | 84,474 | 83,621 | 36,004 | 19,090 | 11,186 | 17,341 | | 853 |
| Very great extent | 4.8 | 4.8 | 5.2 | 4.8 | 3.9 | 4.8 | | 5.1* |
| | (4.4,5.3) | (4.4,5.3) | (4.8,5.6) | (3.8,6.0) | (2.8,5.3) | (3.5,6.5) | | (1.9,13.3) |
| Great extent | 4.5 | 4.4 | 4.8 | 4.4 | 3.5 | 4.4 | | 7.7* |
| | (4.0,5.0) | (4.0,4.9) | (4.0,5.7) | (3.5,5.4) | (3.0,4.0) | (3.6,5.4) | | (2.3,23.1) |
| Moderate extent | 10.0 | 10.0 | 11.0 | 11.2 | 8.6 | 7.8 | | 5.1 |
| | (9.4,10.7) | (9.4,10.7) | (10.2,11.8) | (9.2,13.4) | (7.5,9.7) | (6.7,9.1) | | (4.9,5.4) |
| Slight extent | 9.2 | 9.2 | 9.0 | 10.0 | 8.5 | 8.9 | | 16.7 |
| | (8.7,9.8) | (8.6,9.7) | (8.5,9.7) | (8.7,11.4) | (7.6,9.6) | (7.5,10.6) | | (15.0,18.4) |
| Not at all | 71.5 | 71.5 | 70.0 | 69.7 | 75.6 | 74.0 | | 65.4 |
| | (70.7,72.2) | (70.7,72.3) | (68.9,71.0) | (67.7,71.6) | (74.0,77.2) | (72.0,76.0) | | (59.3,71.0) |

\* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81s.2**
*Extent of Influence on Decision to Leave the Service--Number of PCS Moves:  By Paygrade and Gender*

81s.  To what extent was each of the following a reason for your leaving the Service?  Number of PCS moves

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,471 | 673 | 80 | 183 | 2,059 | 340 |
| Responding on Item | 45,183 | 28,356 | 5,638 | 5,244 | 71,922 | 12,405 |
| Very great extent | 4.4 | 5.3 | 4.6 | 6.5 | 5.0 | 4.0 |
| | (3.9,5.0) | (4.4,6.4) | (3.3,6.5) | (4.7,8.9) | (4.5,5.4) | (3.0,5.3) |
| Great extent | 3.2 | 4.8 | 9.0 | 8.4 | 4.8 | 2.5 |
| | (2.6,4.0) | (4.2,5.5) | (7.2,11.2) | (6.2,11.2) | (4.3,5.4) | (1.9,3.2) |
| Moderate extent | 9.9 | 8.7 | 12.3 | 14.8 | 10.6 | 6.5 |
| | (9.2,10.8) | (7.7,9.9) | (11.1,13.7) | (10.3,20.9) | (9.9,11.4) | (5.5,7.6) |
| Slight extent | 7.7 | 10.2 | 11.5 | 15.1 | 9.7 | 6.5 |
| | (7.1,8.4) | (9.1,11.4) | (9.8,13.6) | (12.5,18.2) | (9.1,10.3) | (5.6,7.6) |
| Not at all | 74.7 | 71.0 | 62.5 | 55.1 | 69.9 | 80.6 |
| | (73.7,75.8) | (69.9,72.1) | (58.3,66.5) | (48.5,61.6) | (69.1,70.7) | (78.1,82.8) |

**Table 81s.3**
*Extent of Influence on Decision to Leave the Service--Number of PCS Moves:  By Retirement/Separation*

81s.  To what extent was each of the following a reason for your leaving the Service?  Number of PCS moves

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 114 | 384 | 129 | 858 | 259 | 638 |
| Responding on Item | 3,773 | 17,586 | 4,417 | 22,775 | 6,177 | 29,553 |
| Very great extent | 6.6 | 5.7 | 6.6 | 4.2 | 6.9 | 4.0 |
| | (3.8,11.2) | (4.5,7.1) | (4.4,9.9) | (3.1,5.5) | (5.3,8.9) | (3.3,4.8) |
| Great extent | 6.1 | 4.7 | 7.4 | 3.7 | 6.0 | 3.9 |
| | (4.4,8.3) | (3.4,6.4) | (5.9,9.3) | (3.1,4.4) | (5.0,7.2) | (3.4,4.5) |
| Moderate extent | 7.3 | 10.8 | 13.1 | 10.5 | 11.1 | 8.8 |
| | (5.2,10.0) | (9.5,12.1) | (8.8,18.9) | (9.7,11.4) | (8.1,15.2) | (7.5,10.3) |
| Slight extent | 12.5 | 8.5 | 8.9 | 9.6 | 15.0 | 7.8 |
| | (9.5,16.2) | (7.3,9.9) | (6.4,12.2) | (8.3,11.0) | (12.9,17.4) | (7.0,8.8) |
| Not at all | 67.6 | 70.4 | 64.0 | 72.0 | 61.0 | 75.5 |
| | (63.2,71.6) | (68.0,72.7) | (59.1,68.6) | (70.6,73.5) | (57.2,64.7) | (73.6,77.2) |

**Table 81t.1**
*Extent of Influence on Decision to Leave the Service--Too Many Deployments: By Service*

81t. To what extent was each of the following a reason for your leaving the Service? Too many deployments

*If an item does not apply, mark "Not at all."*

|  | Total | DoD | | | | | | Coast Guard |
|  |  | Total | Army | Navy | Marine Corps | Air Force |  |  |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,272 | 2,229 | 1,301 | 276 | 240 | 411 | | 44 |
| Responding on Item | 84,606 | 83,763 | 36,061 | 19,156 | 11,198 | 17,349 | | 842 |
| Very great extent | 10.8 | 10.8 | 8.7 | 18.0 | 7.2 | 9.8 | | 3.9* |
|  | (10.1,11.5) | (10.2,11.6) | (7.8,9.6) | (16.0,20.2) | (6.2,8.4) | (8.3,11.5) | | (0.7,18.9) |
| Great extent | 7.6 | 7.6 | 8.0 | 9.6 | 5.5 | 5.7 | | 7.8* |
|  | (7.0,8.2) | (7.0,8.2) | (7.0,9.2) | (8.3,11.1) | (4.3,7.0) | (4.8,6.8) | | (2.3,23.0) |
| Moderate extent | 12.2 | 12.3 | 12.5 | 16.4 | 9.2 | 9.2 | | 7.8* |
|  | (11.5,13.0) | (11.6,13.0) | (11.3,13.7) | (14.7,18.4) | (7.8,10.9) | (8.4,10.2) | | (3.7,15.5) |
| Slight extent | 10.3 | 10.3 | 10.4 | 11.6 | 10.0 | 9.0 | | 9.1 |
|  | (9.7,11.0) | (9.7,11.0) | (9.6,11.4) | (10.1,13.2) | (9.1,11.0) | (7.5,10.7) | | (7.4,11.1) |
| Not at all | 59.1 | 59.0 | 60.4 | 44.4 | 68.0 | 66.3 | | 71.4 |
|  | (58.2,60.0) | (58.1,59.9) | (59.3,61.5) | (42.1,46.7) | (66.2,69.8) | (64.1,68.4) | | (57.0,82.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81t.2**

*Extent of Influence on Decision to Leave the Service--Too Many Deployments: By Paygrade and Gender*

81t. To what extent was each of the following a reason for your leaving the Service? Too many deployments

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,403 | 624 | 58 | 190 | 1,941 | 326 |
| Responding on Item | 45,251 | 28,405 | 5,660 | 5,237 | 72,040 | 12,419 |
| Very great extent | 9.4 | 13.9 | 11.1 | 5.8 | 11.4 | 7.1 |
| | (8.6,10.3) | (12.5,15.4) | (8.7,14.1) | (4.5,7.3) | (10.6,12.2) | (6.0,8.3) |
| Great extent | 6.2 | 9.0 | 11.9 | 7.2 | 8.1 | 4.5 |
| | (5.3,7.2) | (8.0,10.1) | (9.8,14.3) | (5.0,10.2) | (7.4,8.8) | (3.6,5.7) |
| Moderate extent | 12.4 | 12.5 | 11.2 | 10.5 | 13.0 | 7.9 |
| | (11.4,13.5) | (11.4,13.6) | (9.4,13.4) | (7.6,14.4) | (12.2,13.8) | (7.0,8.9) |
| Slight extent | 9.9 | 10.1 | 11.7 | 13.6 | 10.9 | 6.8 |
| | (9.1,10.8) | (9.3,11.0) | (10.0,13.7) | (9.8,18.7) | (10.2,11.6) | (5.8,8.1) |
| Not at all | 62.1 | 54.5 | 54.1 | 63.0 | 56.6 | 73.7 |
| | (60.8,63.4) | (53.1,55.9) | (49.8,58.3) | (57.4,68.2) | (55.7,57.6) | (71.6,75.7) |

**Table 81t.3**

*Extent of Influence on Decision to Leave the Service--Too Many Deployments:  By Retirement/Separation*

81t.  To what extent was each of the following a reason for your leaving the Service?  Too many deployments

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 113 | 385 | 125 | 774 | 244 | 610 |
| Responding on Item | 3,774 | 17,585 | 4,421 | 22,859 | 6,192 | 29,581 |
| Very great extent | 10.1 | 13.8 | 6.9 | 9.8 | 10.9 | 10.3 |
| | (7.0,14.5) | (12.5,15.3) | (4.9,9.6) | (9.0,10.7) | (8.3,14.3) | (9.1,11.6) |
| Great extent | 6.4 | 8.5 | 6.6 | 7.3 | 6.6 | 7.8 |
| | (4.6,8.7) | (7.2,10.0) | (4.2,10.3) | (6.0,8.9) | (4.9,8.9) | (6.9,8.8) |
| Moderate extent | 9.2 | 12.9 | 11.1 | 13.8 | 13.0 | 10.9 |
| | (6.9,12.1) | (11.1,15.0) | (8.4,14.4) | (12.6,15.1) | (10.9,15.6) | (9.8,12.2) |
| Slight extent | 8.0 | 9.2 | 11.9 | 10.6 | 11.0 | 10.7 |
| | (5.6,11.2) | (8.1,10.4) | (9.3,15.1) | (9.1,12.4) | (8.9,13.4) | (9.3,12.2) |
| Not at all | 66.4 | 55.6 | 63.5 | 58.4 | 58.4 | 60.3 |
| | (60.7,71.6) | (52.8,58.3) | (60.1,66.8) | (56.7,60.1) | (55.0,61.7) | (58.1,62.5) |

**Table 81u.1**

*Extent of Influence on Decision to Leave the Service--Too Few Deployments: By Service*

81u. To what extent was each of the following a reason for your leaving the Service? Too few deployments

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,563 | 2,530 | 1,441 | 383 | 285 | 422 | 33 |
| Responding on Item | 84,315 | 83,462 | 35,921 | 19,049 | 11,153 | 17,338 | 853 |
| Very great extent | 3.8 | 3.9 | 4.7 | 2.0 | 6.5 | 2.5 | 0.0 |
| | (3.4,4.3) | (3.5,4.3) | (4.2,5.3) | (1.2,3.3) | (5.6,7.5) | (1.6,3.9) | (N/A,N/A) |
| Great extent | 2.9 | 2.9 | 3.6 | 1.7* | 5.1 | 1.5 | 1.3* |
| | (2.5,3.4) | (2.5,3.4) | (2.9,4.5) | (0.9,3.0) | (4.1,6.3) | (1.1,2.1) | (0.2,7.3) |
| Moderate extent | 7.8 | 7.9 | 10.2 | 5.9 | 9.5 | 4.3 | 1.3* |
| | (7.3,8.4) | (7.4,8.5) | (9.5,11.0) | (5.3,6.6) | (7.7,11.6) | (3.0,6.0) | (0.2,7.3) |
| Slight extent | 6.9 | 7.0 | 8.5 | 5.1 | 8.6 | 4.9 | 2.6 |
| | (6.3,7.6) | (6.4,7.7) | (7.4,9.7) | (4.4,6.0) | (8.0,9.3) | (3.7,6.6) | (2.4,2.7) |
| Not at all | 78.5 | 78.3 | 73.0 | 85.3 | 70.4 | 86.8 | 94.9 |
| | (77.5,79.4) | (77.3,79.3) | (71.7,74.3) | (82.9,87.4) | (68.5,72.2) | (83.7,89.3) | (86.7,98.1) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81u.2**
*Extent of Influence on Decision to Leave the Service--Too Few Deployments: By Paygrade and Gender*

81u. To what extent was each of the following a reason for your leaving the Service? Too few deployments

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,541 | 740 | 64 | 221 | 2,217 | 341 |
| Responding on Item | 45,113 | 28,289 | 5,654 | 5,206 | 71,764 | 12,404 |
| Very great extent | 5.7 | 1.8 | 1.7 | 0.6* | 4.0 | 2.9 |
| | (5.1,6.5) | (1.4,2.2) | (1.2,2.4) | (0.2,1.6) | (3.6,4.5) | (2.1,3.9) |
| Great extent | 4.2 | 1.5 | 2.6 | 0.1* | 3.1 | 1.8 |
| | (3.5,5.0) | (1.2,2.0) | (1.6,4.3) | (0.0,0.4) | (2.6,3.7) | (1.4,2.4) |
| Moderate extent | 11.1 | 4.6 | 4.2 | 1.3 | 8.3 | 5.5 |
| | (10.2,12.1) | (4.0,5.2) | (3.2,5.7) | (0.7,2.2) | (7.7,8.9) | (4.5,6.8) |
| Slight extent | 9.0 | 4.8 | 4.5 | 2.9 | 7.3 | 4.9 |
| | (8.0,10.1) | (4.1,5.7) | (3.6,5.6) | (2.0,4.1) | (6.6,8.1) | (3.9,6.1) |
| Not at all | 70.0 | 87.3 | 87.0 | 95.2 | 77.4 | 84.9 |
| | (68.3,71.6) | (86.3,88.2) | (85.1,88.7) | (93.9,96.3) | (76.3,78.4) | (82.5,87.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81u.3**
*Extent of Influence on Decision to Leave the Service--Too Few Deployments:  By Retirement/Separation*

81u.  To what extent was each of the following a reason for your leaving the Service?  Too few deployments

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 96 | 435 | 155 | 856 | 284 | 689 |
| Responding on Item | 3,791 | 17,535 | 4,391 | 22,777 | 6,152 | 29,502 |
| Very great extent | 1.2* | 6.0 | 0.1* | 4.2 | 0.8* | 3.8 |
| | (0.4,3.2) | (4.7,7.7) | (0.0,0.4) | (3.5,5.0) | (0.4,1.7) | (3.1,4.5) |
| Great extent | 0.5* | 3.9 | 0.8* | 3.4 | 0.4* | 3.1 |
| | (0.1,1.6) | (2.9,5.2) | (0.3,2.5) | (2.4,4.8) | (0.1,2.3) | (2.6,3.7) |
| Moderate extent | 2.2 | 9.4 | 2.2 | 9.6 | 1.7 | 8.4 |
| | (1.4,3.5) | (8.3,10.7) | (1.5,3.4) | (8.3,11.1) | (1.0,2.9) | (7.7,9.1) |
| Slight extent | 2.9 | 5.7 | 2.5* | 8.7 | 3.9 | 8.1 |
| | (1.8,4.5) | (4.7,6.9) | (1.3,5.0) | (7.6,10.1) | (2.3,6.7) | (6.7,9.7) |
| Not at all | 93.2 | 75.0 | 94.3 | 74.1 | 93.2 | 76.6 |
| | (90.6,95.2) | (72.9,77.0) | (92.2,95.9) | (72.2,75.9) | (90.8,94.9) | (74.7,78.4) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81v.1**

*Extent of Influence on Decision to Leave the Service--One or More Serious (UCMJ) Offenses:  By Service*

81v.  To what extent was each of the following a reason for your leaving the Service?  One or more serious (UCMJ) offenses

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,430 | 2,397 | 1,349 | 409 | 239 | 400 | | 33 |
| Responding on Item | 84,448 | 83,595 | 36,013 | 19,023 | 11,199 | 17,360 | | 853 |
| Very great extent | 1.9 | 1.9 | 2.5 | 2.6* | 1.5 | 0.2* | | 0.0 |
| | *(1.4,2.6)* | *(1.4,2.6)* | *(2.1,3.0)* | *(1.1,6.2)* | *(1.1,1.9)* | *(0.1,0.6)* | | *(N/A,N/A)* |
| Great extent | 2.0 | 2.0 | 3.1 | 1.0 | 1.7 | 1.0* | | 0.0 |
| | *(1.5,2.6)* | *(1.5,2.6)* | *(2.2,4.6)* | *(0.6,1.5)* | *(1.1,2.4)* | *(0.4,2.4)* | | *(N/A,N/A)* |
| Moderate extent | 5.0 | 5.0 | 7.1 | 4.5 | 4.6 | 1.5 | | 2.6* |
| | *(4.5,5.5)* | *(4.6,5.5)* | *(6.3,8.1)* | *(3.6,5.6)* | *(3.8,5.6)* | *(1.0,2.3)* | | *(0.4,14.0)* |
| Slight extent | 4.4 | 4.4 | 6.2 | 3.7 | 5.0 | 1.2 | | 1.3* |
| | *(3.9,5.0)* | *(3.9,5.0)* | *(5.0,7.5)* | *(3.0,4.5)* | *(4.2,6.0)* | *(0.9,1.8)* | | *(0.2,6.8)* |
| Not at all | 86.7 | 86.6 | 81.1 | 88.2 | 87.3 | 96.0 | | 96.2 |
| | *(85.6,87.8)* | *(85.5,87.7)* | *(79.4,82.7)* | *(84.3,91.2)* | *(85.5,88.9)* | *(94.7,97.0)* | | *(92.4,98.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81v.2**
*Extent of Influence on Decision to Leave the Service--One or More Serious (UCMJ) Offenses: By Paygrade and Gender*

81v. To what extent was each of the following a reason for your leaving the Service? One or more serious (UCMJ) offenses

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | Male | Female |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 1,510 | 664 | 53 | 206 | | 2,088 | 336 |
| Responding on Item | 45,144 | 28,365 | 5,665 | 5,221 | | 71,893 | 12,409 |
| Very great extent | 3.2 | 0.5 | 0.4* | 0.2* | | 2.1 | 0.7* |
| | (2.3,4.4) | (0.3,0.7) | (0.1,1.1) | (0.1,1.0) | | (1.5,2.9) | (0.4,1.2) |
| Great extent | 3.3 | 0.6 | 0.3* | 0.2* | | 2.2 | 0.7* |
| | (2.4,4.5) | (0.4,1.0) | (0.1,0.9) | (0.0,1.0) | | (1.7,3.0) | (0.3,1.5) |
| Moderate extent | 7.9 | 2.1 | 0.8* | 0.0* | | 5.4 | 2.6 |
| | (7.1,8.8) | (1.8,2.6) | (0.4,1.5) | (0.0,0.3) | | (4.9,6.0) | (2.0,3.2) |
| Slight extent | 6.9 | 2.0 | 0.6* | 0.3* | | 4.8 | 1.8 |
| | (5.9,7.9) | (1.5,2.5) | (0.2,1.3) | (0.1,0.8) | | (4.2,5.5) | (1.4,2.4) |
| Not at all | 78.8 | 94.8 | 97.9 | 99.2 | | 85.5 | 94.3 |
| | (76.8,80.6) | (94.2,95.4) | (96.7,98.7) | (98.3,99.6) | | (84.2,86.6) | (93.2,95.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81v.3**
*Extent of Influence on Decision to Leave the Service--One or More Serious (UCMJ) Offenses:  By Retirement/Separation*

81v.  To what extent was each of the following a reason for your leaving the Service?  One or more serious (UCMJ) offenses

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 110 | 453 | 128 | 801 | 287 | 630 |
| Responding on Item | 3,777 | 17,517 | 4,418 | 22,832 | 6,149 | 29,561 |
| Very great extent | 1.0* | 1.7 | 0.2* | 2.4 | 0.1 | 2.4 |
| | (0.3,3.2) | (1.2,2.2) | (0.1,0.5) | (1.6,3.5) | (0.1,0.2) | (1.6,3.7) |
| Great extent | 0.5* | 2.8 | 0.4* | 3.0 | 0.3* | 1.5 |
| | (0.1,2.3) | (1.7,4.7) | (0.1,1.4) | (1.7,5.1) | (0.1,1.4) | (1.1,2.2) |
| Moderate extent | 1.3* | 5.1 | 0.4* | 7.4 | 0.4* | 5.1 |
| | (0.7,2.5) | (4.2,6.2) | (0.1,1.6) | (6.2,8.9) | (0.1,1.4) | (4.3,5.9) |
| Slight extent | 1.7* | 4.5 | 0.9* | 6.1 | 1.5* | 4.5 |
| | (0.7,4.2) | (3.6,5.5) | (0.2,3.7) | (5.0,7.4) | (0.9,2.8) | (3.5,5.7) |
| Not at all | 95.4 | 85.9 | 98.1 | 81.2 | 97.7 | 86.5 |
| | (92.4,97.2) | (83.8,87.8) | (95.7,99.2) | (79.0,83.2) | (96.6,98.4) | (84.8,88.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81w.1**
*Extent of Influence on Decision to Leave the Service--Minor Offenses or Disciplinary Problems:  By Service*

81w.  To what extent was each of the following a reason for your leaving the Service?  Minor offenses or disciplinary problems

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,311 | 2,278 | 1,318 | 326 | 241 | 391 | 33 |
| Responding on Item | 84,567 | 83,714 | 36,044 | 19,106 | 11,197 | 17,369 | 853 |
| Very great extent | 1.7 | 1.7 | 2.4 | 1.8 | 1.7 | 0.4* | 1.3* |
| | *(1.4,2.1)* | *(1.5,2.1)* | *(2.0,3.0)* | *(1.0,3.0)* | *(1.2,2.4)* | *(0.1,1.0)* | *(0.2,6.8)* |
| Great extent | 1.7 | 1.7 | 2.5 | 0.9 | 2.0 | 1.0* | 0.0 |
| | *(1.4,2.1)* | *(1.4,2.2)* | *(1.8,3.3)* | *(0.6,1.3)* | *(1.4,2.9)* | *(0.4,2.3)* | *(N/A,N/A)* |
| Moderate extent | 5.9 | 5.9 | 8.3 | 5.7 | 5.7 | 1.5 | 1.3* |
| | *(5.5,6.4)* | *(5.5,6.4)* | *(7.5,9.1)* | *(4.8,6.9)* | *(4.9,6.6)* | *(1.1,2.2)* | *(0.2,7.3)* |
| Slight extent | 5.3 | 5.4 | 7.0 | 4.4 | 6.4 | 2.4 | 1.3* |
| | *(4.8,5.8)* | *(4.9,5.9)* | *(6.0,8.0)* | *(3.7,5.3)* | *(5.3,7.7)* | *(1.8,3.1)* | *(0.2,7.3)* |
| Not at all | 85.3 | 85.2 | 79.9 | 87.2 | 84.2 | 94.7 | 96.2 |
| | *(84.6,86.0)* | *(84.5,85.9)* | *(78.8,80.9)* | *(85.1,89.0)* | *(82.4,85.9)* | *(93.4,95.8)* | *(92.4,98.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81w.2**
*Extent of Influence on Decision to Leave the Service--Minor Offenses or Disciplinary Problems:  By Paygrade and Gender*

81w.  To what extent was each of the following a reason for your leaving the Service?  Minor offenses or disciplinary problems

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,405 | 650 | 53 | 206 | 1,986 | 311 |
| Responding on Item | 45,249 | 28,379 | 5,665 | 5,221 | 71,995 | 12,434 |
| Very great extent | 2.9 | 0.5 | 0.4* | 0.2* | 1.9 | 1.0 |
| | (2.3,3.5) | (0.3,0.8) | (0.1,1.1) | (0.1,1.0) | (1.5,2.3) | (0.6,1.7) |
| Great extent | 2.9 | 0.5 | 0.1* | 0.2* | 1.9 | 0.6 |
| | (2.3,3.7) | (0.4,0.7) | (0.0,0.6) | (0.0,1.1) | (1.5,2.4) | (0.4,1.1) |
| Moderate extent | 9.4 | 2.2 | 1.3 | 0.0 | 6.4 | 3.1 |
| | (8.7,10.3) | (1.9,2.6) | (0.9,2.1) | (N/A,N/A) | (5.9,6.9) | (2.3,4.3) |
| Slight extent | 8.4 | 2.2 | 0.6* | 0.5* | 5.7 | 2.9 |
| | (7.6,9.3) | (1.7,2.8) | (0.3,1.3) | (0.2,1.1) | (5.2,6.3) | (2.1,4.1) |
| Not at all | 76.4 | 94.6 | 97.6 | 99.1 | 84.1 | 92.3 |
| | (75.2,77.6) | (93.9,95.3) | (96.5,98.3) | (98.1,99.5) | (83.3,85.0) | (90.9,93.5) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81w.3**
*Extent of Influence on Decision to Leave the Service--Minor Offenses or Disciplinary Problems: By Retirement/Separation*

81w. To what extent was each of the following a reason for your leaving the Service? Minor offenses or disciplinary problems

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 96 | 401 | 127 | 784 | 290 | 592 |
| Responding on Item | 3,791 | 17,569 | 4,419 | 22,849 | 6,146 | 29,599 |
| Very great extent | 1.0* | 2.1 | 0.6* | 2.5 | 0.2* | 1.6 |
| | (0.3,3.1) | (1.3,3.3) | (0.2,1.5) | (1.8,3.5) | (0.1,0.4) | (1.2,2.0) |
| Great extent | 0.3* | 2.7 | 0.0* | 2.0 | 0.0 | 1.7 |
| | (0.1,1.0) | (1.6,4.7) | (0.0,0.3) | (1.5,2.7) | (N/A,N/A) | (1.3,2.2) |
| Moderate extent | 1.1* | 6.2 | 0.5* | 8.3 | 0.1* | 6.5 |
| | (0.6,2.2) | (4.8,8.0) | (0.1,1.9) | (7.0,9.9) | (0.0,0.3) | (5.2,8.0) |
| Slight extent | 1.4* | 5.3 | 0.5* | 7.3 | 1.6 | 5.7 |
| | (0.5,3.8) | (4.3,6.5) | (0.1,1.9) | (6.4,8.3) | (1.2,2.0) | (4.9,6.8) |
| Not at all | 96.1 | 83.7 | 98.4 | 79.9 | 98.1 | 84.5 |
| | (93.4,97.7) | (81.4,85.9) | (96.0,99.4) | (78.1,81.5) | (97.7,98.5) | (82.6,86.3) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81x.1**
*Extent of Influence on Decision to Leave the Service--Homesickness: By Service*

81x. To what extent was each of the following a reason for your leaving the Service? Homesickness

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,473 | 2,440 | 1,431 | 353 | 254 | 402 | 33 |
| Responding on Item | 84,405 | 83,552 | 35,931 | 19,079 | 11,184 | 17,358 | 853 |
| Very great extent | 3.7 | 3.7 | 4.3 | 4.7 | 3.5 | 1.8 | 3.8* |
| | *(3.3,4.2)* | *(3.3,4.2)* | *(3.4,5.3)* | *(3.9,5.6)* | *(2.8,4.3)* | *(1.3,2.5)* | *(0.7,18.9)* |
| Great extent | 3.1 | 3.1 | 3.6 | 3.1 | 3.1 | 2.1 | 2.6 |
| | *(2.6,3.7)* | *(2.6,3.7)* | *(2.6,4.9)* | *(2.5,3.9)* | *(2.3,4.1)* | *(1.4,3.0)* | *(2.4,2.7)* |
| Moderate extent | 8.0 | 8.0 | 9.2 | 9.8 | 7.9 | 3.9 | 5.1* |
| | *(7.5,8.6)* | *(7.5,8.6)* | *(8.4,10.0)* | *(8.5,11.2)* | *(6.9,9.2)* | *(3.0,5.1)* | *(2.0,12.3)* |
| Slight extent | 7.4 | 7.4 | 7.4 | 8.9 | 8.6 | 5.1 | 9.0* |
| | *(6.9,8.0)* | *(6.9,7.9)* | *(6.6,8.2)* | *(7.8,10.0)* | *(7.5,9.7)* | *(3.8,6.8)* | *(3.7,20.3)* |
| Not at all | 77.7 | 77.7 | 75.6 | 73.6 | 77.0 | 87.1 | 79.5 |
| | *(76.8,78.6)* | *(76.8,78.6)* | *(74.4,76.8)* | *(71.5,75.6)* | *(75.6,78.3)* | *(84.5,89.3)* | *(75.2,83.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81x.2**
*Extent of Influence on Decision to Leave the Service--Homesickness:  By Paygrade and Gender*

81x.  To what extent was each of the following a reason for your leaving the Service?  Homesickness

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | **Male** | **Female** |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,525 | 687 | 53 | 209 | 2,128 | 335 |
| Responding on Item | 45,129 | 28,342 | 5,665 | 5,218 | 71,853 | 12,410 |
| Very great extent | 5.5 | 2.1 | 1.0* | 0.5* | 3.7 | 4.3 |
| | *(4.7,6.4)* | *(1.6,2.6)* | *(0.6,1.9)* | *(0.2,1.3)* | *(3.2,4.2)* | *(3.3,5.5)* |
| Great extent | 4.4 | 1.7 | 1.7 | 1.2* | 3.2 | 2.6 |
| | *(3.5,5.5)* | *(1.3,2.1)* | *(1.2,2.4)* | *(0.5,2.6)* | *(2.6,3.9)* | *(2.0,3.4)* |
| Moderate extent | 11.1 | 5.3 | 3.8 | 0.6* | 8.0 | 7.9 |
| | *(10.2,12.0)* | *(4.6,6.1)* | *(2.9,4.9)* | *(0.2,1.4)* | *(7.4,8.6)* | *(6.6,9.4)* |
| Slight extent | 9.8 | 5.3 | 4.9 | 1.3* | 7.5 | 7.2 |
| | *(9.0,10.6)* | *(4.6,6.1)* | *(3.9,6.2)* | *(0.6,2.7)* | *(6.9,8.1)* | *(6.2,8.3)* |
| Not at all | 69.3 | 85.6 | 88.5 | 96.5 | 77.7 | 78.0 |
| | *(67.8,70.7)* | *(84.4,86.7)* | *(86.4,90.4)* | *(94.8,97.6)* | *(76.8,78.6)* | *(75.4,80.4)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81x.3**
*Extent of Influence on Decision to Leave the Service--Homesickness:  By Retirement/Separation*

81x.  To what extent was each of the following a reason for your leaving the Service?  Homesickness

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 118 | 424 | 127 | 887 | 284 | 612 |
| Responding on Item | 3,769 | 17,546 | 4,419 | 22,746 | 6,152 | 29,579 |
| Very great extent | 1.1* | 3.8 | 0.9* | 6.2 | 1.0* | 3.1 |
| | (0.3,3.1) | (3.0,4.9) | (0.3,2.5) | (4.7,8.1) | (0.3,2.9) | (2.6,3.8) |
| Great extent | 0.4* | 3.5 | 0.2* | 4.5 | 0.9* | 3.1 |
| | (0.2,0.9) | (2.3,5.1) | (0.1,0.6) | (3.8,5.4) | (0.3,2.5) | (2.4,3.9) |
| Moderate extent | 2.1* | 8.3 | 2.9* | 11.2 | 1.7 | 8.2 |
| | (1.1,3.8) | (6.9,9.8) | (1.5,5.8) | (9.9,12.6) | (1.0,2.8) | (7.5,9.0) |
| Slight extent | 1.9* | 6.5 | 2.2* | 9.2 | 2.7* | 9.0 |
| | (0.9,3.9) | (5.3,7.9) | (0.9,5.2) | (8.1,10.4) | (1.3,5.3) | (8.2,9.9) |
| Not at all | 94.6 | 78.0 | 93.7 | 68.8 | 93.8 | 76.6 |
| | (91.7,96.6) | (75.2,80.5) | (88.1,96.8) | (66.8,70.8) | (92.0,95.3) | (75.0,78.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81y.1**
*Extent of Influence on Decision to Leave the Service--Lack of Motivation, Boredom: By Service*

81y. To what extent was each of the following a reason for your leaving the Service? Lack of motivation, boredom

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,316 | 2,283 | 1,319 | 336 | 228 | 400 | | 33 |
| Responding on Item | 84,562 | 83,709 | 36,043 | 19,096 | 11,210 | 17,360 | | 853 |
| Very great extent | 12.1 | 12.2 | 13.6 | 11.3 | 15.7 | 8.0 | | 3.8* |
| | (11.4,12.8) | (11.5,12.9) | (12.3,14.9) | (10.1,12.7) | (14.6,17.0) | (6.8,9.5) | | (1.9,7.6) |
| Great extent | 8.8 | 8.8 | 9.6 | 8.0 | 10.7 | 7.0 | | 6.4* |
| | (8.3,9.3) | (8.4,9.3) | (9.0,10.2) | (6.9,9.2) | (9.4,12.1) | (5.8,8.5) | | (2.1,17.8) |
| Moderate extent | 13.9 | 14.0 | 15.2 | 13.5 | 16.1 | 10.7 | | 10.3* |
| | (13.3,14.6) | (13.3,14.7) | (14.3,16.0) | (11.9,15.4) | (14.6,17.8) | (9.3,12.3) | | (3.7,25.6) |
| Slight extent | 13.3 | 13.3 | 11.9 | 13.3 | 15.5 | 14.6 | | 16.7 |
| | (12.5,14.1) | (12.5,14.1) | (10.7,13.2) | (12.1,14.7) | (13.7,17.5) | (12.5,17.0) | | (11.0,24.5) |
| Not at all | 51.8 | 51.7 | 49.8 | 53.8 | 42.0 | 59.7 | | 62.8 |
| | (50.7,52.9) | (50.6,52.8) | (48.0,51.6) | (52.1,55.6) | (40.9,43.0) | (56.3,63.0) | | (62.2,63.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81y.2**
*Extent of Influence on Decision to Leave the Service--Lack of Motivation, Boredom:  By Paygrade and Gender*

81y.  To what extent was each of the following a reason for your leaving the Service?  Lack of motivation, boredom

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,427 | 626 | 62 | 205 | 1,996 | 306 |
| Responding on Item | 45,227 | 28,403 | 5,656 | 5,222 | 71,985 | 12,439 |
| Very great extent | 17.3 | 7.2 | 4.5 | 2.0 | 12.0 | 12.8 |
| | *(16.2,18.6)* | *(6.5,8.1)* | *(3.0,6.7)* | *(1.5,2.7)* | *(11.2,12.8)* | *(10.9,15.0)* |
| Great extent | 10.8 | 7.0 | 8.0 | 2.3 | 8.8 | 8.4 |
| | *(10.1,11.6)* | *(6.4,7.7)* | *(6.3,10.1)* | *(1.6,3.2)* | *(8.3,9.4)* | *(7.0,10.0)* |
| Moderate extent | 16.8 | 11.8 | 9.5 | 5.2 | 14.2 | 12.5 |
| | *(15.9,17.8)* | *(10.9,12.8)* | *(7.5,12.0)* | *(4.0,6.7)* | *(13.5,15.0)* | *(11.0,14.0)* |
| Slight extent | 13.7 | 13.3 | 14.1 | 9.2 | 13.5 | 12.1 |
| | *(12.4,15.1)* | *(12.2,14.3)* | *(12.5,16.0)* | *(7.8,10.9)* | *(12.6,14.4)* | *(10.1,14.4)* |
| Not at all | 41.3 | 60.7 | 63.8 | 81.4 | 51.5 | 54.3 |
| | *(39.8,42.9)* | *(58.9,62.6)* | *(59.3,68.1)* | *(79.4,83.1)* | *(50.2,52.8)* | *(51.8,56.9)* |

**Table 81y.3**
*Extent of Influence on Decision to Leave the Service--Lack of Motivation, Boredom: By Retirement/Separation*

81y. To what extent was each of the following a reason for your leaving the Service? Lack of motivation, boredom

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 98 | 382 | 127 | 772 | 276 | 640 |
| Responding on Item | 3,789 | 17,588 | 4,419 | 22,861 | 6,160 | 29,551 |
| Very great extent | 3.2 | 15.6 | 2.1 | 14.5 | 3.1 | 12.7 |
| | (2.0,5.1) | (13.6,17.8) | (1.5,3.0) | (13.3,15.7) | (1.8,5.3) | (11.6,14.0) |
| Great extent | 2.5 | 10.2 | 5.3 | 10.0 | 4.1 | 9.5 |
| | (1.6,3.8) | (8.6,12.0) | (3.5,8.0) | (8.7,11.4) | (3.4,5.0) | (8.4,10.6) |
| Moderate extent | 4.7 | 14.5 | 7.0 | 16.2 | 8.5 | 15.2 |
| | (3.6,6.1) | (13.3,15.9) | (4.7,10.2) | (14.6,17.9) | (7.0,10.4) | (14.1,16.3) |
| Slight extent | 9.6 | 12.3 | 10.5 | 13.9 | 12.8 | 14.4 |
| | (6.6,13.9) | (10.9,13.9) | (8.4,13.1) | (12.6,15.4) | (10.6,15.3) | (13.1,15.8) |
| Not at all | 79.9 | 47.4 | 75.1 | 45.5 | 71.5 | 48.2 |
| | (76.2,83.2) | (44.8,50.0) | (71.4,78.4) | (43.5,47.5) | (67.7,75.0) | (46.6,49.8) |

**Table 81z.1**
*Extent of Influence on Decision to Leave the Service--Problems With Superior(s): By Service*

81z. To what extent was each of the following a reason for your leaving the Service? Problems with superior(s)

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,262 | 2,229 | 1,268 | 319 | 224 | 418 | | 33 |
| Responding on Item | 84,616 | 83,763 | 36,094 | 19,113 | 11,214 | 17,342 | | 853 |
| Very great extent | 11.2 | 11.2 | 12.6 | 10.6 | 12.8 | 7.9 | | 6.4* |
| | (10.4,12.0) | (10.4,12.1) | (11.1,14.3) | (9.4,12.0) | (11.2,14.6) | (6.7,9.4) | | (1.1,29.4) |
| Great extent | 6.9 | 6.9 | 7.6 | 6.9 | 7.8 | 4.8 | | 9.0 |
| | (6.5,7.4) | (6.4,7.4) | (7.0,8.3) | (6.1,7.7) | (6.5,9.2) | (3.7,6.4) | | (6.4,12.4) |
| Moderate extent | 12.5 | 12.6 | 14.5 | 12.2 | 12.6 | 9.1 | | 6.4* |
| | (11.7,13.4) | (11.8,13.4) | (13.0,16.1) | (10.9,13.7) | (11.1,14.3) | (7.8,10.5) | | (1.0,30.9) |
| Slight extent | 10.6 | 10.6 | 10.9 | 12.1 | 11.8 | 7.7 | | 7.7* |
| | (9.8,11.5) | (9.8,11.5) | (9.4,12.6) | (11.1,13.3) | (10.5,13.3) | (6.4,9.3) | | (4.2,13.7) |
| Not at all | 58.8 | 58.7 | 54.5 | 58.1 | 55.0 | 70.4 | | 70.5 |
| | (57.6,59.9) | (57.5,59.8) | (52.2,56.7) | (55.9,60.3) | (53.0,57.0) | (69.1,71.7) | | (69.5,71.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81z.2**
*Extent of Influence on Decision to Leave the Service–Problems With Superior(s):  By Paygrade and Gender*

81z.  To what extent was each of the following a reason for your leaving the Service?  Problems with superior(s)

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,364 | 634 | 62 | 206 | 1,933 | 323 |
| Responding on Item | 45,290 | 28,395 | 5,656 | 5,221 | 72,048 | 12,422 |
| Very great extent | 14.9 | 7.5 | 7.2 | 3.4 | 11.0 | 12.2 |
| | (13.6,16.3) | (6.7,8.4) | (5.7,9.1) | (1.9,5.8) | (10.1,11.9) | (10.7,14.0) |
| Great extent | 8.3 | 5.7 | 4.8 | 4.1 | 7.0 | 6.7 |
| | (7.7,9.0) | (4.9,6.5) | (3.7,6.2) | (2.8,6.0) | (6.5,7.5) | (5.6,8.1) |
| Moderate extent | 15.7 | 9.8 | 7.6 | 5.0 | 13.0 | 9.5 |
| | (14.4,17.2) | (8.8,10.8) | (6.3,9.0) | (3.2,7.7) | (12.1,14.0) | (8.4,10.8) |
| Slight extent | 11.6 | 9.6 | 10.5 | 7.3 | 10.9 | 8.7 |
| | (10.3,13.0) | (8.7,10.7) | (8.7,12.6) | (5.8,9.1) | (10.0,11.9) | (7.2,10.4) |
| Not at all | 49.5 | 67.4 | 69.9 | 80.2 | 58.1 | 62.8 |
| | (47.5,51.5) | (66.2,68.6) | (66.8,72.9) | (77.6,82.5) | (56.8,59.4) | (60.6,65.0) |

**Table 81z.3**
*Extent of Influence on Decision to Leave the Service--Problems With Superior(s): By Retirement/Separation*

81z. To what extent was each of the following a reason for your leaving the Service? Problems with superior(s)

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 98 | 362 | 120 | 816 | 295 | 549 |
| Responding on Item | 3,789 | 17,608 | 4,426 | 22,817 | 6,141 | 29,642 |
| Very great extent | 6.8 | 17.3 | 5.1 | 10.5 | 4.0 | 11.1 |
| | (4.5,10.0) | (15.4,19.4) | (3.4,7.5) | (8.4,13.0) | (2.4,6.6) | (10.0,12.2) |
| Great extent | 4.5* | 9.5 | 5.6 | 6.5 | 5.0 | 6.6 |
| | (2.2,9.1) | (8.5,10.7) | (3.7,8.2) | (5.6,7.5) | (3.8,6.5) | (6.0,7.3) |
| Moderate extent | 6.0 | 13.1 | 8.9 | 14.6 | 4.1 | 13.6 |
| | (4.0,9.0) | (11.7,14.6) | (6.9,11.5) | (13.1,16.2) | (2.5,6.7) | (12.0,15.4) |
| Slight extent | 6.4 | 10.2 | 5.5 | 11.1 | 9.6 | 12.0 |
| | (4.1,9.7) | (9.1,11.5) | (3.9,7.9) | (9.9,12.4) | (7.5,12.3) | (10.5,13.6) |
| Not at all | 76.3 | 49.8 | 74.9 | 57.4 | 77.3 | 56.7 |
| | (73.0,79.3) | (47.4,52.2) | (71.5,78.1) | (55.1,59.6) | (72.7,81.2) | (54.7,58.8) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81aa.1**

*Extent of Influence on Decision to Leave the Service--Medical Problems: By Service*

81aa. To what extent was each of the following a reason for your leaving the Service? Medical problems

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,353 | 2,320 | 1,365 | 304 | 252 | 399 | | 33 |
| Responding on Item | 84,525 | 83,672 | 35,997 | 19,128 | 11,186 | 17,361 | | 853 |
| Very great extent | 4.5 | 4.5 | 6.0 | 2.9 | 4.2 | 3.3 | | 2.6 |
| | (4.0,5.0) | (4.0,5.1) | (5.4,6.7) | (2.2,3.8) | (3.4,5.3) | (1.9,5.7) | | (2.4,2.7) |
| Great extent | 3.0 | 3.0 | 4.3 | 1.8 | 3.5 | 1.5 | | 0.0 |
| | (2.7,3.3) | (2.7,3.3) | (3.8,4.8) | (1.3,2.6) | (2.9,4.3) | (1.0,2.1) | | (N/A,N/A) |
| Moderate extent | 8.1 | 8.2 | 10.9 | 7.1 | 8.3 | 3.9 | | 2.6* |
| | (7.6,8.8) | (7.6,8.8) | (10.0,11.9) | (5.8,8.6) | (7.2,9.5) | (2.9,5.2) | | (0.4,14.0) |
| Slight extent | 7.1 | 7.1 | 8.9 | 6.4 | 7.1 | 4.1 | | 6.4 |
| | (6.6,7.6) | (6.6,7.6) | (8.2,9.7) | (5.5,7.3) | (5.5,9.0) | (3.0,5.5) | | (4.5,9.0) |
| Not at all | 77.3 | 77.2 | 69.9 | 81.9 | 76.9 | 87.3 | | 88.5 |
| | (76.6,78.0) | (76.5,77.9) | (69.0,70.8) | (80.5,83.1) | (74.2,79.4) | (85.1,89.2) | | (85.0,91.2) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81aa.2**

*Extent of Influence on Decision to Leave the Service—Medical Problems:  By Paygrade and Gender*

81aa.  To what extent was each of the following a reason for your leaving the Service?  Medical problems

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,481 | 613 | 59 | 199 | 2,031 | 316 |
| Responding on Item | 45,173 | 28,416 | 5,659 | 5,228 | 71,950 | 12,429 |
| Very great extent | 5.9 | 3.2 | 1.8 | 2.6 | 4.2 | 6.1 |
| | (5.1,6.8) | (2.7,3.7) | (1.1,2.8) | (1.7,3.8) | (3.7,4.9) | (5.0,7.5) |
| Great extent | 3.6 | 2.6 | 1.3 | 1.1 | 2.8 | 3.7 |
| | (3.2,4.2) | (2.2,3.1) | (0.8,2.0) | (0.7,1.8) | (2.5,3.2) | (3.1,4.5) |
| Moderate extent | 10.5 | 6.4 | 2.0 | 4.0 | 8.2 | 8.0 |
| | (9.6,11.5) | (5.7,7.2) | (1.4,2.9) | (3.0,5.3) | (7.5,8.8) | (6.7,9.5) |
| Slight extent | 8.2 | 6.6 | 2.9 | 4.2 | 6.8 | 8.2 |
| | (7.4,9.1) | (6.0,7.3) | (1.9,4.6) | (3.6,4.8) | (6.3,7.5) | (7.0,9.6) |
| Not at all | 71.7 | 81.2 | 91.9 | 88.2 | 77.9 | 73.9 |
| | (70.7,72.7) | (80.0,82.3) | (90.4,93.3) | (86.8,89.4) | (77.1,78.7) | (72.1,75.7) |

**Table 81aa.3**
*Extent of Influence on Decision to Leave the Service--Medical Problems: By Retirement/Separation*

81aa. To what extent was each of the following a reason for your leaving the Service? Medical problems

*If an item does not apply, mark "Not at all."*

| | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 760 | 267 | 681 | 83 | 411 | 129 |
| Responding on Item | 22,873 | 6,169 | 29,510 | 3,804 | 17,559 | 4,417 |
| Very great extent | 4.8 | 3.6 | 3.5 | 3.8 | 6.4 | 3.8 |
| | (3.8,6.0) | (2.6,5.0) | (2.8,4.4) | (2.5,5.8) | (5.2,7.8) | (2.9,4.9) |
| Great extent | 2.8 | 2.0 | 3.0 | 2.8* | 3.8 | 2.2 |
| | (2.2,3.6) | (1.1,3.6) | (2.5,3.7) | (1.4,5.8) | (3.0,4.7) | (1.5,3.3) |
| Moderate extent | 8.7 | 5.8 | 8.1 | 6.1 | 9.4 | 6.4 |
| | (7.8,9.8) | (4.3,7.6) | (7.0,9.2) | (4.7,7.9) | (8.1,10.8) | (4.7,8.6) |
| Slight extent | 7.4 | 9.2 | 7.0 | 5.3 | 6.5 | 6.5 |
| | (6.5,8.4) | (7.9,10.7) | (6.1,8.1) | (3.4,8.3) | (5.5,7.6) | (4.8,8.7) |
| Not at all | 76.3 | 79.3 | 78.4 | 81.9 | 74.0 | 81.2 |
| | (74.8,77.7) | (77.0,81.5) | (76.4,80.2) | (77.8,85.4) | (71.9,76.0) | (78.3,83.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81bb.1**

*Extent of Influence on Decision to Leave the Service--Difficulty Meeting Physical Fitness Requirements: By Service*

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,362 | 2,329 | 1,331 | 312 | 268 | 418 | | 33 |
| Responding on Item | 84,516 | 83,663 | 36,031 | 19,120 | 11,170 | 17,342 | | 853 |
| Very great extent | 1.9 | 1.9 | 2.5 | 1.4 | 2.1 | 1.1 | | 0.0 |
| | (1.7,2.2) | (1.7,2.2) | (2.1,3.0) | (1.0,1.9) | (1.5,2.9) | (0.6,1.8) | | (N/A,N/A) |
| Great extent | 1.8 | 1.8 | 2.4 | 1.4 | 1.8 | 0.9 | | 1.3* |
| | (1.5,2.0) | (1.5,2.0) | (2.1,2.7) | (0.8,2.3) | (1.4,2.3) | (0.6,1.3) | | (0.2,7.3) |
| Moderate extent | 6.1 | 6.2 | 7.9 | 6.3 | 5.0 | 3.1 | | 2.6* |
| | (5.7,6.6) | (5.7,6.7) | (7.2,8.7) | (5.2,7.6) | (4.3,5.7) | (2.4,4.1) | | (0.5,13.1) |
| Slight extent | 6.5 | 6.6 | 7.8 | 5.6 | 6.0 | 5.4 | | 3.8* |
| | (6.0,7.2) | (6.0,7.2) | (7.1,8.6) | (4.3,7.4) | (5.2,6.9) | (3.9,7.3) | | (2.1,6.9) |
| Not at all | 83.7 | 83.6 | 79.3 | 85.3 | 85.1 | 89.6 | | 92.3 |
| | (83.0,84.3) | (82.9,84.2) | (78.5,80.2) | (84.3,86.2) | (83.7,86.4) | (87.2,91.5) | | (86.3,95.8) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81bb.2**
*Extent of Influence on Decision to Leave the Service--Difficulty Meeting Physical Fitness Requirements: By Paygrade and Gender*

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,414 | 687 | 56 | 203 | 2,037 | 327 |
| Responding on Item | 45,240 | 28,342 | 5,662 | 5,224 | 71,944 | 12,418 |
| Very great extent | 2.5 | 1.4 | 0.5* | 0.6* | 1.8 | 2.5 |
| | (2.2,2.9) | (1.0,1.8) | (0.2,1.2) | (0.3,1.2) | (1.5,2.1) | (1.9,3.2) |
| Great extent | 2.3 | 1.2 | 0.6 | 1.4 | 1.7 | 2.2 |
| | (2.0,2.7) | (0.9,1.6) | (0.4,0.9) | (0.8,2.4) | (1.5,1.9) | (1.4,3.4) |
| Moderate extent | 8.3 | 4.0 | 1.5 | 4.1* | 6.3 | 5.4 |
| | (7.6,9.0) | (3.4,4.8) | (1.2,2.0) | (2.2,7.5) | (5.8,6.8) | (4.4,6.6) |
| Slight extent | 7.2 | 6.3 | 2.6 | 6.8* | 6.4 | 7.3 |
| | (6.5,7.9) | (5.4,7.4) | (1.9,3.5) | (3.2,13.8) | (5.8,7.0) | (6.0,8.8) |
| Not at all | 79.7 | 87.1 | 94.7 | 87.2 | 83.9 | 82.6 |
| | (78.8,80.6) | (85.9,88.2) | (93.8,95.6) | (82.0,91.0) | (83.2,84.6) | (80.7,84.5) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81bb.3**
*Extent of Influence on Decision to Leave the Service--Difficulty Meeting Physical Fitness Requirements:  By Retirement/Separation*

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 120 | 408 | 138 | 764 | 265 | 646 |
| Responding on Item | 3,767 | 17,562 | 4,408 | 22,869 | 6,171 | 29,545 |
| Very great extent | 2.6* | 2.3 | 1.2* | 2.1 | 1.6 | 1.5 |
| | (1.5,4.8) | (1.6,3.5) | (0.5,3.2) | (1.6,2.6) | (1.0,2.5) | (1.2,2.1) |
| Great extent | 2.3 | 2.5 | 0.9* | 2.1 | 1.2* | 1.3 |
| | (1.5,3.5) | (1.6,3.9) | (0.4,1.9) | (1.3,3.2) | (0.6,2.3) | (0.9,1.8) |
| Moderate extent | 3.1 | 6.8 | 4.5* | 7.6 | 5.3 | 5.3 |
| | (1.9,5.2) | (5.6,8.3) | (2.4,8.3) | (6.7,8.7) | (3.5,8.2) | (4.3,6.5) |
| Slight extent | 7.2 | 5.8 | 9.6 | 6.0 | 9.0 | 6.4 |
| | (5.0,10.2) | (4.7,7.0) | (6.8,13.3) | (5.2,7.0) | (6.8,11.8) | (5.6,7.2) |
| Not at all | 84.7 | 82.6 | 83.7 | 82.2 | 82.9 | 85.5 |
| | (81.5,87.4) | (80.2,84.7) | (80.3,86.7) | (80.0,84.2) | (80.0,85.4) | (84.3,86.7) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81cc.1**
*Extent of Influence on Decision to Leave the Service--Maintaining Weight/Body Fat Standards:  By Service*

81cc.  To what extent was each of the following a reason for your leaving the Service?  Maintaining weight/body fat standards

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 2,518 | 2,486 | 1,360 | 361 | 292 | 473 | 33 |
| Responding on Item | 84,360 | 83,506 | 36,002 | 19,071 | 11,146 | 17,287 | 853 |
| Very great extent | 2.1 | 2.1 | 2.9 | 1.4 | 1.7 | 1.4 | 2.6 |
| | (1.8,2.3) | (1.8,2.3) | (2.5,3.3) | (1.0,1.9) | (1.3,2.3) | (0.9,2.0) | (2.4,2.7) |
| Great extent | 2.1 | 2.1 | 2.6 | 1.6 | 2.1 | 1.5 | 1.3* |
| | (1.8,2.4) | (1.8,2.4) | (2.3,3.0) | (1.0,2.5) | (1.6,2.8) | (1.0,2.1) | (0.2,6.8) |
| Moderate extent | 6.0 | 6.1 | 7.5 | 6.3 | 5.2 | 3.4 | 2.6* |
| | (5.5,6.6) | (5.6,6.6) | (6.7,8.3) | (5.2,7.7) | (4.4,6.2) | (2.3,5.0) | (0.5,13.1) |
| Slight extent | 6.3 | 6.3 | 6.7 | 5.9 | 6.5 | 5.7 | 3.8* |
| | (5.7,6.9) | (5.7,6.9) | (5.8,7.9) | (5.0,6.9) | (5.7,7.2) | (4.4,7.2) | (2.1,6.9) |
| Not at all | 83.6 | 83.5 | 80.3 | 84.8 | 84.4 | 88.1 | 89.7 |
| | (82.9,84.2) | (82.8,84.2) | (79.4,81.3) | (83.5,86.0) | (83.0,85.8) | (86.0,89.9) | (76.3,96.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81cc.2**
*Extent of Influence on Decision to Leave the Service--Maintaining Weight/Body Fat Standards: By Paygrade and Gender*

81cc. To what extent was each of the following a reason for your leaving the Service? Maintaining weight/body fat standards

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,533 | 717 | 62 | 206 | 2,162 | 351 |
| Responding on Item | 45,121 | 28,312 | 5,656 | 5,221 | 71,819 | 12,394 |
| Very great extent | 3.0 | 1.2 | 0.5* | 0.6* | 2.0 | 2.1 |
| | (2.6,3.4) | (0.9,1.7) | (0.2,1.3) | (0.3,1.3) | (1.8,2.3) | (1.4,3.3) |
| Great extent | 2.7 | 1.4 | 0.6* | 1.8 | 2.1 | 1.8 |
| | (2.3,3.2) | (1.0,1.9) | (0.3,1.1) | (1.3,2.7) | (1.9,2.4) | (1.1,3.1) |
| Moderate extent | 7.9 | 4.3 | 1.4 | 4.1* | 6.2 | 5.0 |
| | (7.3,8.7) | (3.5,5.3) | (0.9,2.3) | (2.2,7.5) | (5.6,6.8) | (4.2,6.0) |
| Slight extent | 6.3 | 6.7 | 3.4 | 6.2 | 6.3 | 6.1 |
| | (5.5,7.3) | (5.7,7.8) | (2.6,4.3) | (4.7,8.0) | (5.7,6.9) | (4.8,7.9) |
| Not at all | 80.0 | 86.4 | 94.1 | 87.3 | 83.4 | 84.8 |
| | (79.0,81.0) | (85.1,87.6) | (92.9,95.0) | (85.4,88.9) | (82.7,84.0) | (82.1,87.2) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81cc.3**
*Extent of Influence on Decision to Leave the Service--Maintaining Weight/Body Fat Standards: By Retirement/Separation*

81cc. To what extent was each of the following a reason for your leaving the Service? Maintaining weight/body fat standards

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 137 | 448 | 136 | 817 | 283 | 676 |
| Responding on Item | 3,750 | 17,522 | 4,410 | 22,816 | 6,153 | 29,515 |
| Very great extent | 1.8 | 3.1 | 0.8* | 2.4 | 1.0* | 1.6 |
| | *(1.3,2.4)* | *(2.4,4.1)* | *(0.3,2.6)* | *(1.6,3.5)* | *(0.5,2.2)* | *(1.1,2.4)* |
| Great extent | 2.0* | 2.3 | 1.8 | 2.3 | 1.6 | 2.0 |
| | *(0.9,4.1)* | *(1.4,3.6)* | *(1.1,3.0)* | *(1.5,3.3)* | *(1.2,2.1)* | *(1.4,2.8)* |
| Moderate extent | 3.0* | 6.5 | 5.2 | 7.7 | 5.6 | 5.0 |
| | *(1.6,5.4)* | *(5.3,8.0)* | *(3.1,8.4)* | *(7.0,8.4)* | *(3.7,8.2)* | *(4.5,5.7)* |
| Slight extent | 5.8 | 5.2 | 10.4 | 5.0 | 9.4 | 6.6 |
| | *(3.4,9.8)* | *(4.3,6.2)* | *(8.5,12.8)* | *(3.8,6.7)* | *(6.5,13.2)* | *(5.6,7.7)* |
| Not at all | 87.4 | 82.9 | 81.8 | 82.6 | 82.5 | 84.7 |
| | *(83.0,90.8)* | *(80.6,85.0)* | *(77.8,85.2)* | *(80.6,84.5)* | *(78.5,85.8)* | *(82.7,86.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81dd.1**

*Extent of Influence on Decision to Leave the Service--Inadequate Access to the Internet/World Wide Web: By Service*

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 2,560 | 2,527 | 1,453 | 353 | 272 | 448 | | 33 |
| Responding on Item | 84,318 | 83,465 | 35,909 | 19,079 | 11,166 | 17,312 | | 853 |
| Very great extent | 2.0 | 2.0 | 2.2 | 2.8 | 2.5 | 0.3* | | 0.0 |
| | *(1.7,2.3)* | *(1.7,2.4)* | *(1.7,2.9)* | *(2.0,3.8)* | *(1.8,3.5)* | *(0.2,0.8)* | | *(N/A,N/A)* |
| Great extent | 1.7 | 1.7 | 1.8 | 2.5 | 1.8 | 0.7* | | 0.0 |
| | *(1.4,2.1)* | *(1.4,2.1)* | *(1.3,2.5)* | *(1.9,3.3)* | *(1.2,2.6)* | *(0.3,1.3)* | | *(N/A,N/A)* |
| Moderate extent | 5.3 | 5.3 | 6.5 | 6.2 | 4.6 | 2.2 | | 0.0 |
| | *(4.9,5.7)* | *(4.9,5.7)* | *(6.0,7.2)* | *(5.2,7.4)* | *(3.6,5.8)* | *(1.7,2.9)* | | *(N/A,N/A)* |
| Slight extent | 4.7 | 4.7 | 5.0 | 6.3 | 5.4 | 1.9 | | 2.6* |
| | *(4.2,5.1)* | *(4.3,5.2)* | *(4.2,5.8)* | *(5.4,7.3)* | *(4.8,6.1)* | *(1.4,2.5)* | | *(0.5,13.1)* |
| Not at all | 86.4 | 86.3 | 84.4 | 82.3 | 85.6 | 94.9 | | 97.4 |
| | *(85.8,87.0)* | *(85.6,86.9)* | *(83.5,85.4)* | *(80.6,83.8)* | *(84.0,87.1)* | *(94.0,95.7)* | | *(86.9,99.5)* |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81dd.2**
*Extent of Influence on Decision to Leave the Service--Inadequate Access to the Internet/World Wide Web:  By Paygrade and Gender*

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 1,521 | 752 | 67 | 218 | 2,209 | 345 |
| Responding on Item | 45,133 | 28,277 | 5,651 | 5,209 | 71,772 | 12,400 |
| Very great extent | 2.7 | 1.4 | 0.7* | 0.1* | 2.1 | 1.0 |
| | (2.2,3.4) | (1.0,1.8) | (0.3,1.7) | (0.0,0.3) | (1.8,2.6) | (0.6,1.7) |
| Great extent | 2.4 | 1.2 | 0.2* | 0.0 | 1.8 | 0.9 |
| | (1.9,3.1) | (1.0,1.5) | (0.1,0.5) | (N/A,N/A) | (1.5,2.2) | (0.5,1.6) |
| Moderate extent | 7.7 | 2.9 | 2.2 | 0.4* | 5.6 | 3.1 |
| | (7.0,8.4) | (2.4,3.4) | (1.6,2.9) | (0.1,1.2) | (5.2,6.1) | (2.4,4.0) |
| Slight extent | 5.6 | 4.2 | 2.8 | 1.5* | 5.0 | 2.7 |
| | (4.8,6.4) | (3.7,4.8) | (2.1,3.7) | (0.7,3.5) | (4.5,5.5) | (2.0,3.5) |
| Not at all | 81.6 | 90.4 | 94.1 | 98.0 | 85.4 | 92.3 |
| | (80.5,82.6) | (89.5,91.2) | (93.0,95.0) | (96.2,99.0) | (84.7,86.1) | (90.9,93.5) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 81dd.3**
*Extent of Influence on Decision to Leave the Service--Inadequate Access to the Internet/World Wide Web:  By Retirement/Separation*

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 127 | 428 | 160 | 797 | 299 | 701 |
| Responding on Item | 3,760 | 17,542 | 4,386 | 22,836 | 6,137 | 29,490 |
| Very great extent | 0.2* | 2.7 | 0.6* | 2.7 | 0.7* | 1.7 |
| | (0.1,0.5) | (1.9,3.9) | (0.2,1.8) | (1.9,3.7) | (0.2,1.9) | (1.3,2.1) |
| Great extent | 0.3* | 2.5 | 0.4* | 2.4 | 0.7 | 1.3 |
| | (0.1,1.0) | (1.6,4.0) | (0.1,1.6) | (1.9,3.2) | (0.6,0.8) | (1.0,1.5) |
| Moderate extent | 1.0* | 6.8 | 0.6* | 7.3 | 0.5* | 5.0 |
| | (0.4,2.3) | (5.7,8.1) | (0.2,1.7) | (6.4,8.2) | (0.1,1.5) | (4.2,6.1) |
| Slight extent | 1.9* | 4.0 | 1.7 | 5.8 | 2.8 | 5.3 |
| | (0.8,4.2) | (3.3,4.8) | (1.0,3.1) | (5.0,6.7) | (1.8,4.4) | (4.4,6.3) |
| Not at all | 96.6 | 84.0 | 96.6 | 81.8 | 95.4 | 86.7 |
| | (94.3,98.0) | (81.4,86.3) | (95.8,97.3) | (80.4,83.1) | (93.6,96.6) | (85.2,88.1) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81ee.1**
*Extent of Influence on Decision to Leave the Service--Other:  By Service*

81ee.  To what extent was each of the following a reason for your leaving the Service?  Other

*If an item does not apply, mark "Not at all."*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 15,305 | 15,185 | 7,064 | 3,229 | 1,904 | 2,988 | | 120 |
| Responding on Item | 71,573 | 70,807 | 30,298 | 16,203 | 9,534 | 14,772 | | 766 |
| Very great extent | 8.9 | 8.9 | 7.0 | 8.3 | 9.5 | 13.1 | | 8.6* |
| | (8.3,9.5) | (8.3,9.5) | (6.3,7.8) | (7.2,9.4) | (8.0,11.3) | (11.6,14.8) | | (4.0,17.6) |
| Great extent | 2.8 | 2.8 | 2.4 | 2.5 | 2.4 | 4.1 | | 8.6 |
| | (2.5,3.2) | (2.5,3.1) | (2.0,2.9) | (2.0,3.0) | (1.9,3.0) | (3.3,5.1) | | (4.9,14.5) |
| Moderate extent | 4.4 | 4.4 | 5.7 | 4.7 | 3.4 | 2.1 | | 5.7* |
| | (4.0,4.9) | (4.0,4.9) | (5.0,6.5) | (3.8,5.8) | (2.6,4.4) | (1.6,2.9) | | (2.4,13.0) |
| Slight extent | 2.3 | 2.4 | 2.8 | 2.3 | 2.5 | 1.4 | | 1.4* |
| | (2.0,2.7) | (2.0,2.8) | (2.2,3.5) | (1.7,3.1) | (1.9,3.2) | (0.9,2.2) | | (0.3,7.3) |
| Not at all | 81.5 | 81.6 | 82.1 | 82.3 | 82.2 | 79.2 | | 75.7 |
| | (80.8,82.2) | (80.8,82.3) | (81.3,82.9) | (80.6,83.9) | (80.8,83.5) | (77.0,81.2) | | (69.6,81.0) |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81ee.2**
*Extent of Influence on Decision to Leave the Service--Other:  By Paygrade and Gender*

81ee.  To what extent was each of the following a reason for your leaving the Service?  Other

*If an item does not apply, mark "Not at all."*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | Male | Female |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | | |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8,387 | 4,980 | 949 | 988 | 12,977 | 2,311 |
| Responding on Item | 38,267 | 24,049 | 4,769 | 4,439 | 61,004 | 10,434 |
| Very great extent | 8.3 | 8.2 | 16.5 | 9.6 | 8.3 | 12.6 |
| | *(7.5,9.2)* | *(7.5,8.9)* | *(13.8,19.7)* | *(7.9,11.7)* | *(7.7,8.8)* | *(10.5,15.0)* |
| Great extent | 2.5 | 2.5 | 5.5 | 4.3 | 2.6 | 4.0 |
| | *(2.1,3.0)* | *(2.1,3.1)* | *(3.8,7.9)* | *(3.2,5.8)* | *(2.3,3.0)* | *(3.2,5.0)* |
| Moderate extent | 6.2 | 2.5 | 2.0 | 2.2 | 4.8 | 2.2 |
| | *(5.5,6.9)* | *(2.0,3.1)* | *(1.3,2.9)* | *(1.3,3.6)* | *(4.3,5.3)* | *(1.5,3.2)* |
| Slight extent | 2.8 | 2.1 | 0.6* | 1.9 | 2.4 | 1.8 |
| | *(2.2,3.4)* | *(1.6,2.8)* | *(0.4,1.2)* | *(1.6,2.2)* | *(2.1,2.9)* | *(1.3,2.6)* |
| Not at all | 80.2 | 84.7 | 75.3 | 82.0 | 81.9 | 79.5 |
| | *(79.2,81.2)* | *(83.5,85.8)* | *(71.5,78.9)* | *(79.2,84.5)* | *(81.2,82.6)* | *(76.6,82.1)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 81ee.3**
*Extent of Influence on Decision to Leave the Service--Other:  By Retirement/Separation*

81ee.  To what extent was each of the following a reason for your leaving the Service?  Other

*If an item does not apply, mark "Not at all."*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 614 | 3,281 | 975 | 4,278 | 1,113 | 4,996 |
| Responding on Item | 3,273 | 14,689 | 3,571 | 19,355 | 5,323 | 25,195 |
| Very great extent | 7.6 | 12.5 | 8.9 | 7.1 | 6.3 | 8.8 |
| | *(5.8,10.0)* | *(11.1,13.9)* | *(6.5,12.1)* | *(6.0,8.3)* | *(4.8,8.2)* | *(7.8,9.9)* |
| Great extent | 1.6 | 3.5 | 2.5* | 2.4 | 3.7 | 2.7 |
| | *(1.0,2.6)* | *(2.6,4.8)* | *(1.3,4.6)* | *(1.8,3.3)* | *(2.6,5.4)* | *(2.3,3.2)* |
| Moderate extent | 2.5* | 4.7 | 1.3* | 6.3 | 1.6* | 4.1 |
| | *(1.2,5.2)* | *(3.5,6.1)* | *(0.5,3.1)* | *(5.3,7.6)* | *(0.8,3.2)* | *(3.3,5.0)* |
| Slight extent | 2.7 | 1.8 | 1.7* | 2.8 | 2.7* | 2.3 |
| | *(1.5,4.7)* | *(1.3,2.6)* | *(0.8,3.6)* | *(2.2,3.5)* | *(1.2,5.9)* | *(1.8,2.9)* |
| Not at all | 85.6 | 77.5 | 85.6 | 81.4 | 85.6 | 82.1 |
| | *(83.4,87.5)* | *(75.3,79.6)* | *(81.8,88.7)* | *(79.8,82.8)* | *(82.1,88.5)* | *(80.5,83.6)* |

* Low precision and/or unweighted denominator size between 30 and 59.

**Table 82a.1**

*Importance of Reasons for Leaving Active Duty--Most Important Reason: By Service*

82a. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 9,991 | 9,903 | 5,167 | 2,037 | 1,172 | 1,527 | 88 |
| Responding on Item | 76,887 | 76,089 | 32,195 | 17,395 | 10,266 | 16,233 | 798 |
| Involuntarily retired or separated/not accepted for reenlistment | 1.6 | 1.6 | 1.8 | 1.3 | 1.0 | 1.7 | 1.4* |
| | (1.3,1.8) | (1.3,1.8) | (1.5,2.2) | (0.8,2.3) | (0.7,1.5) | (1.2,2.3) | (0.2,7.9) |
| Near maximum age | 0.2 | 0.3 | 0.3 | 0.2* | 0.3* | 0.3* | 0.0 |
| | (0.2,0.4) | (0.2,0.4) | (0.2,0.4) | (0.0,1.0) | (0.1,0.6) | (0.1,0.6) | (N/A,N/A) |
| Near maximum total time in grade | 0.9 | 0.9 | 0.6 | 1.4* | 0.5 | 1.0 | 0.0 |
| | (0.7,1.1) | (0.7,1.2) | (0.4,1.0) | (0.8,2.7) | (0.3,0.8) | (0.7,1.3) | (N/A,N/A) |
| Overall job satisfaction | 10.1 | 10.1 | 10.1 | 9.8 | 7.7 | 12.1 | 11.0 |
| | (9.3,11.1) | (9.3,11.1) | (8.6,11.9) | (8.7,11.1) | (6.6,8.9) | (10.1,14.3) | (7.2,16.3) |
| Pay and allowances | 14.3 | 14.4 | 13.8 | 12.0 | 18.4 | 15.3 | 9.6* |
| | (13.5,15.1) | (13.6,15.2) | (12.8,14.9) | (10.7,13.6) | (16.2,20.9) | (13.1,17.8) | (3.8,22.2) |
| Failed to be promoted | 3.6 | 3.7 | 3.8 | 4.6 | 2.4 | 3.3 | 0.0 |
| | (3.3,4.0) | (3.3,4.1) | (3.3,4.2) | (3.5,6.1) | (1.9,3.1) | (2.6,4.2) | (N/A,N/A) |
| Promotion/advancement opportunities | 3.0 | 3.0 | 2.0 | 5.1 | 2.6 | 2.8 | 6.8 |
| | (2.6,3.4) | (2.6,3.4) | (1.7,2.4) | (3.9,6.8) | (2.2,3.0) | (2.2,3.6) | (4.2,10.9) |
| Level of fairness in performance evaluation | 1.9 | 1.9 | 2.1 | 2.4 | 1.6 | 1.3 | 0.0 |
| | (1.6,2.2) | (1.7,2.2) | (1.7,2.5) | (1.9,3.1) | (1.0,2.5) | (0.8,2.1) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.1 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason: By Service*

82a. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 9,991 | 9,903 | 5,167 | 2,037 | 1,172 | 1,527 | 88 |
| Responding on Item | 76,887 | 76,089 | 32,195 | 17,395 | 10,266 | 16,233 | 798 |
| Not getting desirable or appropriate assignments | 3.0 | 2.9 | 2.8 | 3.8 | 2.1 | 2.9 | 4.1* |
| | (2.6,3.3) | (2.6,3.3) | (2.6,3.1) | (2.8,5.1) | (1.5,2.8) | (2.1,3.9) | (2.0,8.4) |
| Not assigned to jobs offering technical/professional development | 1.0 | 1.0 | 0.9 | 1.4 | 0.9* | 1.1 | 1.4* |
| | (0.8,1.3) | (0.8,1.3) | (0.7,1.1) | (0.8,2.3) | (0.4,1.8) | (0.7,1.7) | (0.2,7.9) |
| Lack of training opportunities | 1.0 | 1.0 | 1.0 | 0.9 | 1.7 | 0.8 | 1.4* |
| | (0.8,1.2) | (0.8,1.2) | (0.7,1.3) | (0.5,1.4) | (1.3,2.4) | (0.6,1.1) | (0.2,7.9) |
| Continue my education | 9.2 | 9.3 | 9.6 | 9.5 | 11.0 | 7.4 | 5.5* |
| | (8.6,9.9) | (8.7,9.9) | (8.8,10.4) | (8.4,10.8) | (9.9,12.2) | (5.6,9.6) | (2.2,12.8) |
| Desire to get out while jobs are easy to get | 2.2 | 2.2 | 1.8 | 2.0 | 2.3 | 3.1 | 1.4* |
| | (1.9,2.5) | (1.9,2.5) | (1.5,2.1) | (1.6,2.6) | (1.7,3.1) | (2.2,4.5) | (0.3,7.1) |
| Desire to start second career before becoming too old | 6.2 | 6.2 | 5.0 | 6.6 | 5.4 | 8.6 | 9.6* |
| | (5.5,6.9) | (5.5,6.9) | (3.9,6.3) | (5.2,8.3) | (4.2,6.9) | (7.3,10.1) | (3.8,22.2) |
| Desire to start second career before having to pay for childrens' education | 0.9 | 0.9 | 1.0 | 0.5 | 1.0 | 0.8 | 0.0 |
| | (0.7,1.1) | (0.7,1.1) | (0.7,1.5) | (0.3,1.0) | (0.7,1.6) | (0.5,1.4) | (N/A,N/A) |
| Desire to settle in a particular location | 4.7 | 4.6 | 3.6 | 4.7 | 5.5 | 6.2 | 8.2* |
| | (4.2,5.2) | (4.2,5.2) | (3.1,4.1) | (3.8,5.7) | (4.2,7.1) | (4.8,8.0) | (3.9,16.4) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.1 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason:  By Service*

82a.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 9,991 | 9,903 | 5,167 | 2,037 | 1,172 | 1,527 | 88 |
| Responding on Item | 76,887 | 76,089 | 32,195 | 17,395 | 10,266 | 16,233 | 798 |
| Family problems at home | 1.8 | 1.8 | 2.5 | 1.6 | 1.4 | 0.7 | 1.4* |
| | (1.5,2.0) | (1.5,2.0) | (2.2,2.9) | (1.1,2.3) | (0.9,2.1) | (0.4,1.2) | (0.3,7.1) |
| Family wanted me to separate/retire | 2.4 | 2.4 | 2.1 | 2.6 | 2.5 | 2.5 | 4.1* |
| | (2.1,2.7) | (2.1,2.7) | (1.7,2.7) | (1.9,3.5) | (1.9,3.1) | (1.9,3.3) | (0.7,19.7) |
| Number of PCS moves | 0.8 | 0.8 | 0.8 | 0.6* | 0.5* | 1.0 | 0.0 |
| | (0.6,1.0) | (0.6,1.0) | (0.5,1.2) | (0.3,1.2) | (0.2,1.2) | (0.8,1.4) | (N/A,N/A) |
| Too many deployments | 3.1 | 3.2 | 2.3 | 5.4 | 1.8 | 3.4 | 0.0 |
| | (2.8,3.4) | (2.9,3.5) | (1.9,2.8) | (4.7,6.1) | (1.4,2.2) | (2.6,4.3) | (N/A,N/A) |
| Too few deployments | 0.4 | 0.4 | 0.5 | 0.2* | 0.9 | 0.3* | 0.0 |
| | (0.3,0.6) | (0.3,0.6) | (0.3,0.8) | (0.1,0.4) | (0.6,1.3) | (0.1,0.7) | (N/A,N/A) |
| One or more serious (UCMJ) offenses | 0.3 | 0.3 | 0.4 | 0.2* | 0.3* | 0.1* | 0.0 |
| | (0.2,0.4) | (0.2,0.4) | (0.2,0.8) | (0.1,0.3) | (0.1,0.5) | (0.0,0.4) | (N/A,N/A) |
| Minor offenses or disciplinary problems | 0.2* | 0.1* | 0.1* | 0.2* | 0.2* | 0.1* | 1.4* |
| | (0.1,0.3) | (0.1,0.3) | (0.0,0.5) | (0.1,0.4) | (0.1,0.6) | (0.0,0.4) | (0.3,7.1) |
| Homesickness | 0.8 | 0.8 | 0.8 | 0.9* | 0.5* | 0.7* | 2.7* |
| | (0.5,1.2) | (0.5,1.2) | (0.5,1.4) | (0.5,1.9) | (0.2,1.2) | (0.2,2.6) | (0.5,13.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.1 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason:  By Service*

82a.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 9,991 | 9,903 | 5,167 | 2,037 | 1,172 | 1,527 | 88 |
| Responding on Item | 76,887 | 76,089 | 32,195 | 17,395 | 10,266 | 16,233 | 798 |
| Lack of motivation, boredom | 2.7 | 2.7 | 3.0 | 2.6 | 4.2 | 1.3 | 2.7 |
| | (2.3,3.2) | (2.3,3.2) | (2.3,3.9) | (1.7,3.9) | (3.4,5.3) | (0.8,2.3) | (2.5,3.0) |
| Problems with superior(s) | 3.9 | 3.9 | 3.9 | 3.1 | 4.4 | 4.4 | 5.5* |
| | (3.5,4.4) | (3.5,4.4) | (3.3,4.7) | (2.4,4.0) | (3.2,5.9) | (3.2,5.9) | (1.0,25.3) |
| Medical problems | 4.0 | 4.0 | 5.4 | 3.0 | 3.6 | 2.6 | 1.4* |
| | (3.4,4.6) | (3.5,4.6) | (4.4,6.6) | (2.2,4.1) | (2.8,4.6) | (1.6,4.0) | (0.2,7.9) |
| Difficulty meeting physical fitness requirements | 0.4 | 0.4 | 0.6 | 0.5* | 0.2* | 0.1* | 0.0 |
| | (0.3,0.6) | (0.3,0.6) | (0.4,0.9) | (0.3,0.8) | (0.1,0.4) | (0.0,0.5) | (N/A,N/A) |
| Maintaining weight/body fat standards | 1.0 | 1.0 | 1.4 | 0.6* | 1.0 | 0.6* | 1.4* |
| | (0.8,1.3) | (0.8,1.3) | (0.9,2.1) | (0.3,1.1) | (0.6,1.7) | (0.3,1.2) | (0.2,7.9) |
| Inadequate access to the Internet/World Wide Web | 1.1 | 1.0 | 1.2 | 1.2 | 1.0 | 0.6* | 2.7 |
| | (0.8,1.3) | (0.8,1.3) | (0.8,1.8) | (0.8,1.6) | (0.7,1.5) | (0.3,1.0) | (2.5,3.0) |
| Other | 7.7 | 7.7 | 6.4 | 6.1 | 8.1 | 11.5 | 13.7 |
| | (7.2,8.3) | (7.2,8.2) | (6.0,7.0) | (5.1,7.2) | (7.1,9.2) | (9.8,13.4) | (10.0,18.6) |
| Does not apply | 5.7 | 5.7 | 8.4 | 4.9 | 5.0 | 1.6 | 2.7 |
| | (4.8,6.6) | (4.8,6.7) | (6.6,10.6) | (4.4,5.6) | (4.3,5.9) | (1.0,2.6) | (2.5,3.0) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.2**
*Importance of Reasons for Leaving Active Duty--Most Important Reason:  By Paygrade and Gender*

82a.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 6,768 | 2,680 | 207 | 324 | 8,766 | 1,203 |
| Responding on Item | 39,886 | 26,349 | 5,511 | 5,103 | 65,215 | 11,542 |
| Involuntarily retired or separated/not accepted for reenlistment | 1.4 *(1.1,1.7)* | 1.6 *(1.2,2.2)* | 0.7* *(0.3,1.6)* | 3.7 *(2.6,5.4)* | 1.6 *(1.4,1.9)* | 1.4 *(0.9,2.4)* |
| Near maximum age | 0.2 *(0.1,0.3)* | 0.3* *(0.1,0.7)* | 0.0 *(N/A,N/A)* | 0.8 *(0.6,1.1)* | 0.3 *(0.2,0.4)* | 0.2* *(0.1,0.7)* |
| Near maximum total time in grade | 0.4 *(0.3,0.7)* | 0.8 *(0.6,1.2)* | 0.1* *(0.0,0.6)* | 5.3 *(3.2,8.5)* | 0.9 *(0.7,1.1)* | 0.6* *(0.3,1.4)* |
| Overall job satisfaction | 8.8 *(7.4,10.3)* | 9.5 *(8.4,10.7)* | 22.6 *(20.4,24.9)* | 10.9 *(8.9,13.4)* | 10.0 *(9.1,11.0)* | 11.2 *(9.3,13.4)* |
| Pay and allowances | 15.2 *(14.2,16.3)* | 16.3 *(14.9,17.8)* | 7.1 *(5.6,9.0)* | 4.7 *(3.3,6.7)* | 15.0 *(14.1,15.8)* | 10.6 *(8.9,12.5)* |
| Failed to be promoted | 3.0 *(2.6,3.5)* | 4.1 *(3.7,4.5)* | 1.2* *(0.6,2.4)* | 8.9 *(5.8,13.4)* | 3.8 *(3.4,4.3)* | 2.8 *(1.9,4.1)* |
| Promotion/advancement opportunities | 1.6 *(1.3,2.1)* | 4.4 *(3.6,5.3)* | 3.2 *(2.1,5.0)* | 6.5 *(4.3,9.9)* | 3.1 *(2.7,3.6)* | 2.4 *(1.7,3.3)* |
| Level of fairness in performance evaluation | 2.1 *(1.7,2.5)* | 1.8 *(1.4,2.1)* | 1.9 *(1.2,3.2)* | 1.3* *(0.7,2.6)* | 2.0 *(1.7,2.3)* | 1.6 *(1.1,2.3)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.2 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason:  By Paygrade and Gender*

82a.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 6,768 | 2,680 | 207 | 324 | 8,766 | 1,203 |
| Responding on Item | 39,886 | 26,349 | 5,511 | 5,103 | 65,215 | 11,542 |
| Not getting desirable or appropriate assignments | 2.2 *(1.8,2.7)* | 3.4 *(2.8,4.1)* | 5.0 *(3.8,6.6)* | 4.6 *(2.9,7.2)* | 2.8 *(2.5,3.3)* | 3.5 *(2.7,4.5)* |
| Not assigned to jobs offering technical/professional development | 1.0 *(0.8,1.2)* | 1.0 *(0.7,1.5)* | 1.6* *(0.7,3.6)* | 0.9* *(0.3,2.5)* | 1.0 *(0.8,1.3)* | 1.2 *(0.8,1.9)* |
| Lack of training opportunities | 1.2 *(0.9,1.5)* | 0.9 *(0.7,1.2)* | 0.8* *(0.3,1.9)* | 0.2* *(0.0,0.9)* | 1.0 *(0.9,1.3)* | 0.8 *(0.5,1.3)* |
| Continue my education | 12.5 *(11.5,13.6)* | 6.8 *(6.1,7.5)* | 5.0 *(3.9,6.3)* | 0.8* *(0.4,1.6)* | 8.9 *(8.2,9.5)* | 11.4 *(9.9,13.1)* |
| Desire to get out while jobs are easy to get | 1.4 *(1.1,1.9)* | 3.1 *(2.5,3.8)* | 2.8 *(1.6,5.0)* | 2.8 *(1.6,5.0)* | 2.4 *(2.1,2.8)* | 1.0 *(0.6,1.7)* |
| Desire to start second career before becoming too old | 3.4 *(2.5,4.4)* | 9.3 *(8.2,10.5)* | 6.7 *(4.6,9.7)* | 11.9 *(8.8,15.9)* | 6.7 *(5.9,7.5)* | 3.6 *(2.5,5.1)* |
| Desire to start second career before having to pay for childrens' education | 1.0 *(0.7,1.4)* | 0.5 *(0.3,0.9)* | 0.8 *(0.5,1.4)* | 1.3 *(0.9,1.9)* | 0.9 *(0.7,1.1)* | 0.8* *(0.4,1.6)* |
| Desire to settle in a particular location | 3.2 *(2.7,3.7)* | 5.1 *(4.3,5.9)* | 8.8 *(6.5,11.9)* | 10.0 *(7.0,14.0)* | 4.6 *(4.1,5.2)* | 5.0 *(3.9,6.2)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.2 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason: By Paygrade and Gender*

82a. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 6,768 | 2,680 | 207 | 324 | 8,766 | 1,203 |
| Responding on Item | 39,886 | 26,349 | 5,511 | 5,103 | 65,215 | 11,542 |
| Family problems at home | 2.3 | 1.3 | 1.0* | 0.7* | 1.6 | 2.7 |
| | *(2.0,2.7)* | *(1.0,1.8)* | *(0.5,1.9)* | *(0.2,2.0)* | *(1.4,1.9)* | *(2.1,3.5)* |
| Family wanted me to separate/retire | 1.9 | 2.9 | 2.6 | 3.6 | 2.0 | 4.6 |
| | *(1.5,2.4)* | *(2.3,3.5)* | *(1.9,3.5)* | *(2.4,5.3)* | *(1.7,2.3)* | *(3.6,5.9)* |
| Number of PCS moves | 0.5 | 0.9 | 1.1* | 1.5* | 0.8 | 0.7* |
| | *(0.3,0.9)* | *(0.7,1.2)* | *(0.6,2.3)* | *(0.8,2.9)* | *(0.6,1.0)* | *(0.4,1.4)* |
| Too many deployments | 2.2 | 4.1 | 5.9 | 2.4 | 3.3 | 2.3 |
| | *(1.8,2.6)* | *(3.6,4.8)* | *(4.6,7.6)* | *(2.0,3.0)* | *(3.0,3.6)* | *(1.6,3.3)* |
| Too few deployments | 0.6 | 0.3 | 0.3* | 0.0 | 0.4 | 0.5* |
| | *(0.4,0.9)* | *(0.2,0.5)* | *(0.1,0.9)* | *(N/A,N/A)* | *(0.3,0.6)* | *(0.2,1.1)* |
| One or more serious (UCMJ) offenses | 0.5 | 0.0* | 0.3* | 0.0 | 0.3 | 0.1* |
| | *(0.3,0.7)* | *(0.0,0.1)* | *(0.1,1.0)* | *(N/A,N/A)* | *(0.2,0.4)* | *(0.0,0.5)* |
| Minor offenses or disciplinary problems | 0.2* | 0.2* | 0.0 | 0.0 | 0.2* | 0.1* |
| | *(0.1,0.4)* | *(0.1,0.4)* | *(N/A,N/A)* | *(N/A,N/A)* | *(0.1,0.3)* | *(0.0,0.5)* |
| Homesickness | 1.3 | 0.2* | 0.3* | 0.0 | 0.8 | 0.9* |
| | *(0.9,2.1)* | *(0.1,0.5)* | *(0.1,1.0)* | *(N/A,N/A)* | *(0.5,1.2)* | *(0.5,1.8)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.2 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason: By Paygrade and Gender*

82a. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.
Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 6,768 | 2,680 | 207 | 324 | 8,766 | 1,203 |
| Responding on Item | 39,886 | 26,349 | 5,511 | 5,103 | 65,215 | 11,542 |
| Lack of motivation, boredom | 4.1 | 1.4 | 0.7 | 0.5* | 2.6 | 2.9 |
| | (3.4,5.1) | (1.1,1.7) | (0.4,1.3) | (0.2,1.0) | (2.2,3.2) | (2.1,4.0) |
| Problems with superior(s) | 4.8 | 3.2 | 3.2 | 1.7 | 3.9 | 4.1 |
| | (4.1,5.6) | (2.6,4.0) | (2.2,4.5) | (1.2,2.3) | (3.4,4.5) | (3.3,4.9) |
| Medical problems | 5.0 | 3.3 | 1.2 | 2.0 | 3.7 | 5.3 |
| | (4.1,6.1) | (2.7,4.0) | (0.7,2.1) | (1.5,2.8) | (3.1,4.4) | (4.2,6.6) |
| Difficulty meeting physical fitness requirements | 0.5 | 0.3 | 0.1* | 0.3* | 0.4 | 0.7* |
| | (0.4,0.8) | (0.2,0.6) | (0.0,0.4) | (0.1,0.8) | (0.3,0.5) | (0.4,1.2) |
| Maintaining weight/body fat standards | 1.3 | 0.8 | 0.1* | 0.6* | 1.0 | 0.9* |
| | (0.9,1.9) | (0.5,1.2) | (0.0,0.4) | (0.2,1.5) | (0.8,1.4) | (0.5,1.7) |
| Inadequate access to the Internet/World Wide Web | 1.2 | 1.0 | 0.9* | 0.2* | 1.1 | 0.8 |
| | (0.9,1.7) | (0.7,1.3) | (0.5,1.8) | (0.1,0.5) | (0.8,1.4) | (0.5,1.4) |
| Other | 6.8 | 7.5 | 12.7 | 10.6 | 7.2 | 10.8 |
| | (6.2,7.5) | (6.9,8.3) | (10.2,15.6) | (8.5,13.1) | (6.7,7.7) | (9.0,13.0) |
| Does not apply | 8.1 | 3.7 | 1.1* | 1.3 | 5.9 | 4.4 |
| | (6.6,10.0) | (3.3,4.2) | (0.6,2.3) | (0.8,2.1) | (4.9,7.0) | (3.5,5.7) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.3**
*Importance of Reasons for Leaving Active Duty--Most Important Reason: By Retirement/Separation*

82a. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. Most Important Reason

Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | 414 | 1,978 | 364 | 3,462 | 565 | 3,142 |
| Not Responding on Item | 3,473 | 15,992 | 4,182 | 20,171 | 5,871 | 27,049 |
| Responding on Item | | | | | | |
| Involuntarily retired or separated/not accepted for reenlistment | 4.9 | 1.4 | 3.3* | 1.6 | 1.8 | 0.9 |
| | (3.5,6.9) | (0.9,2.1) | (1.7,6.1) | (1.2,2.1) | (1.2,2.7) | (0.6,1.2) |
| Near maximum age | 0.5* | 0.1* | 0.8* | 0.2* | 0.8* | 0.1 |
| | (0.2,1.2) | (0.0,0.4) | (0.3,2.2) | (0.1,0.5) | (0.4,1.6) | (0.1,0.2) |
| Near maximum total time in grade | 3.2 | 0.2* | 3.2* | 0.6* | 3.7 | 0.2 |
| | (2.5,4.1) | (0.1,0.5) | (1.4,7.0) | (0.3,1.2) | (2.8,4.8) | (0.1,0.3) |
| Overall job satisfaction | 8.3 | 12.1 | 9.0 | 8.7 | 5.3 | 11.5 |
| | (5.7,11.9) | (10.6,13.7) | (6.9,11.7) | (7.2,10.5) | (3.5,8.0) | (10.3,12.7) |
| Pay and allowances | 8.7 | 15.9 | 7.0 | 15.2 | 8.9 | 15.7 |
| | (4.9,14.9) | (14.2,17.7) | (5.3,9.2) | (13.8,16.9) | (6.7,11.8) | (14.6,17.0) |
| Failed to be promoted | 10.5 | 2.6 | 7.5 | 1.9 | 10.8 | 2.5 |
| | (8.8,12.4) | (1.9,3.6) | (5.4,10.3) | (1.4,2.6) | (8.0,14.5) | (2.0,3.2) |
| Promotion/advancement opportunities | 5.8 | 3.3 | 4.9 | 1.4 | 6.6 | 2.6 |
| | (4.5,7.5) | (2.6,4.2) | (3.2,7.4) | (1.0,1.9) | (5.0,8.8) | (2.2,3.2) |
| Level of fairness in performance evaluation | 1.7* | 2.6 | 0.6* | 1.3 | 2.8 | 1.9 |
| | (0.9,3.3) | (1.9,3.6) | (0.2,1.7) | (0.9,1.9) | (2.2,3.4) | (1.2,3.1) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.3 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason: By Retirement/Separation*

82a. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 414 | 1,978 | 364 | 3,462 | 565 | 3,142 |
| Responding on Item | 3,473 | 15,992 | 4,182 | 20,171 | 5,871 | 27,049 |
| Not getting desirable or appropriate assignments | 3.6 | 3.7 | 2.6 | 2.3 | 4.4* | 2.6 |
| | (2.2,5.9) | (2.9,4.9) | (1.6,3.9) | (1.8,2.9) | (2.3,8.3) | (2.2,3.2) |
| Not assigned to jobs offering technical/professional development | 0.1* | 1.2* | 1.4* | 1.1 | 0.8* | 1.0 |
| | (0.0,0.5) | (0.7,2.2) | (0.5,3.6) | (0.9,1.5) | (0.4,1.4) | (0.7,1.4) |
| Lack of training opportunities | 0.4* | 1.3 | 0.0 | 1.3 | 0.2* | 1.0 |
| | (0.1,1.7) | (0.9,1.8) | (N/A,N/A) | (0.9,1.9) | (0.0,1.2) | (0.7,1.5) |
| Continue my education | 0.1* | 6.0 | 1.5* | 15.5 | 0.9* | 10.6 |
| | (0.0,0.5) | (4.6,7.8) | (0.7,3.1) | (13.6,17.6) | (0.3,2.6) | (9.3,12.1) |
| Desire to get out while jobs are easy to get | 3.8 | 1.5 | 4.1 | 2.1 | 3.2* | 2.0 |
| | (2.2,6.6) | (1.1,2.1) | (2.4,6.9) | (1.6,2.8) | (1.7,5.8) | (1.6,2.4) |
| Desire to start second career before becoming too old | 13.7 | 3.8 | 16.5 | 4.1 | 13.8 | 5.0 |
| | (9.9,18.8) | (2.9,5.0) | (12.8,21.2) | (3.4,4.8) | (11.2,17.0) | (4.1,6.1) |
| Desire to start second career before having to pay for childrens' education | 0.4* | 0.8 | 0.5* | 1.1 | 1.5* | 0.7 |
| | (0.1,1.6) | (0.5,1.4) | (0.2,1.5) | (0.7,1.9) | (0.7,3.1) | (0.4,1.0) |
| Desire to settle in a particular location | 5.3 | 3.1 | 7.4 | 4.4 | 5.8 | 5.1 |
| | (3.8,7.3) | (2.5,3.9) | (4.9,11.1) | (3.7,5.2) | (4.7,7.1) | (4.4,5.9) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.3 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason: By Retirement/Separation*

82a. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | 414 | 1,978 | 364 | 3,462 | 565 | 3,142 |
| Not Responding on Item | 3,473 | 15,992 | 4,182 | 20,171 | 5,871 | 27,049 |
| Responding on Item | | | | | | |
| Family problems at home | 1.7* | 2.4 | 0.7* | 1.5 | 0.5* | 2.0 |
| | (0.7,4.3) | (1.7,3.5) | (0.3,1.7) | (1.0,2.3) | (0.2,1.6) | (1.5,2.8) |
| Family wanted me to separate/retire | 2.6* | 2.4 | 3.2 | 2.1 | 2.7 | 2.4 |
| | (1.2,5.8) | (1.8,3.1) | (1.9,5.3) | (1.6,2.8) | (2.0,3.8) | (1.9,3.0) |
| Number of PCS moves | 0.9* | 0.6 | 0.9* | 0.3* | 1.1 | 1.0 |
| | (0.4,2.1) | (0.4,1.1) | (0.4,2.1) | (0.2,0.6) | (0.7,2.0) | (0.7,1.6) |
| Too many deployments | 0.7* | 4.0 | 2.8* | 2.9 | 2.8 | 3.1 |
| | (0.2,2.5) | (3.3,4.9) | (1.3,5.8) | (2.3,3.7) | (1.7,4.4) | (2.5,3.8) |
| Too few deployments | 0.0 | 0.6* | 0.0 | 0.4 | 0.3* | 0.5 |
| | (N/A,N/A) | (0.3,1.1) | (N/A,N/A) | (0.3,0.6) | (0.1,1.1) | (0.3,0.9) |
| One or more serious (UCMJ) offenses | 0.0 | 0.2* | 0.1* | 0.1* | 0.0 | 0.5 |
| | (N/A,N/A) | (0.1,0.5) | (0.0,0.4) | (0.1,0.3) | (N/A,N/A) | (0.3,0.9) |
| Minor offenses or disciplinary problems | 0.1* | 0.2* | 0.3* | 0.2* | 0.2* | 0.1* |
| | (0.0,0.4) | (0.1,0.5) | (0.0,1.5) | (0.1,0.7) | (0.0,1.2) | (0.0,0.2) |
| Homesickness | 0.0 | 1.1* | 0.0 | 1.3 | 0.5* | 0.5 |
| | (N/A,N/A) | (0.4,3.0) | (N/A,N/A) | (0.8,2.1) | (0.1,1.7) | (0.3,0.9) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82a.3 (continued)**
*Importance of Reasons for Leaving Active Duty--Most Important Reason:  By Retirement/Separation*

82a.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 414 | 1,978 | 364 | 3,462 | 565 | 3,142 |
| Responding on Item | 3,473 | 15,992 | 4,182 | 20,171 | 5,871 | 27,049 |
| Lack of motivation, boredom | 0.7* | 2.8 | 0.3* | 3.5 | 0.5* | 3.2 |
| | (0.3,1.5) | (2.0,3.8) | (0.1,1.1) | (2.6,4.6) | (0.2,1.3) | (2.2,4.5) |
| Problems with superior(s) | 4.5* | 5.7 | 3.9* | 2.9 | 2.2* | 3.9 |
| | (2.4,8.1) | (4.5,7.2) | (1.9,7.8) | (2.2,3.9) | (1.0,4.6) | (3.0,5.0) |
| Medical problems | 5.6 | 4.6 | 4.2 | 4.3 | 3.1 | 3.3 |
| | (4.0,7.8) | (3.7,5.7) | (2.9,5.9) | (3.4,5.4) | (2.2,4.3) | (2.5,4.5) |
| Difficulty meeting physical fitness requirements | 0.8* | 0.4* | 0.5 | 0.5* | 0.1* | 0.4* |
| | (0.3,2.1) | (0.2,0.8) | (0.3,0.9) | (0.2,1.0) | (0.0,0.2) | (0.2,0.8) |
| Maintaining weight/body fat standards | 1.7* | 1.3* | 0.3* | 0.9* | 0.8 | 0.9 |
| | (0.7,4.4) | (0.7,2.4) | (0.1,0.7) | (0.4,2.0) | (0.5,1.5) | (0.6,1.4) |
| Inadequate access to the Internet/World Wide Web | 0.1* | 1.2* | 1.0 | 1.1 | 0.9* | 1.1 |
| | (0.0,0.5) | (0.7,2.3) | (0.8,1.2) | (0.7,1.6) | (0.5,1.8) | (0.7,1.7) |
| Other | 6.6 | 7.6 | 8.1 | 7.1 | 9.4 | 7.9 |
| | (4.5,9.7) | (6.7,8.7) | (6.4,10.3) | (6.1,8.2) | (7.6,11.7) | (7.0,9.1) |
| Does not apply | 3.0 | 5.1 | 3.3 | 7.9 | 3.5 | 5.5 |
| | (2.1,4.2) | (4.1,6.4) | (2.2,5.0) | (6.3,9.8) | (2.2,5.6) | (4.5,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.1**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason: By Service*

82b. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 2nd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | | |
| Not Applicable | | | | | | | | |
| Not Responding on Item | 10,788 | 10,701 | 5,556 | 2,102 | 1,198 | 1,845 | 88 |
| Responding on Item | 76,090 | 75,291 | 31,806 | 17,330 | 10,240 | 15,915 | 798 |
| Involuntarily retired or separated/not accepted for reenlistment | 0.6 | 0.5 | 0.6 | 0.4* | 0.7* | 0.4* | 2.7 |
| | (0.4,0.8) | (0.4,0.8) | (0.4,1.2) | (0.2,0.9) | (0.3,1.3) | (0.1,1.0) | (2.5,3.0) |
| Near maximum age | 1.4 | 1.4 | 1.9 | 1.4 | 1.2 | 0.5 | 0.0 |
| | (1.1,1.8) | (1.1,1.8) | (1.4,2.7) | (0.9,2.1) | (0.7,2.0) | (0.3,0.9) | (N/A,N/A) |
| Near maximum total time in grade | 0.6 | 0.6 | 0.6 | 0.6* | 0.6 | 0.6* | 0.0 |
| | (0.4,0.8) | (0.4,0.8) | (0.4,0.8) | (0.3,1.1) | (0.3,0.9) | (0.2,1.3) | (N/A,N/A) |
| Overall job satisfaction | 6.2 | 6.2 | 5.9 | 5.8 | 6.0 | 7.4 | 6.8 |
| | (5.7,6.8) | (5.7,6.8) | (5.2,6.8) | (4.7,7.1) | (5.2,6.9) | (6.2,8.8) | (5.0,9.3) |
| Pay and allowances | 9.6 | 9.6 | 8.8 | 9.1 | 9.8 | 11.7 | 6.8 |
| | (8.7,10.5) | (8.8,10.6) | (7.2,10.8) | (7.8,10.6) | (8.2,11.6) | (10.3,13.4) | (5.0,9.3) |
| Failed to be promoted | 3.8 | 3.8 | 3.8 | 4.8 | 2.8 | 3.2 | 2.7* |
| | (3.3,4.3) | (3.3,4.3) | (3.1,4.7) | (3.8,6.1) | (2.3,3.5) | (2.3,4.3) | (0.4,15.1) |
| Promotion/advancement opportunities | 5.6 | 5.6 | 4.6 | 7.1 | 4.3 | 6.8 | 5.5 |
| | (5.1,6.2) | (5.1,6.2) | (3.9,5.4) | (5.5,9.0) | (3.7,5.0) | (5.8,8.1) | (5.1,5.9) |
| Level of fairness in performance evaluation | 4.2 | 4.2 | 3.4 | 5.3 | 4.8 | 4.0 | 8.2 |
| | (3.8,4.6) | (3.8,4.6) | (3.1,3.8) | (4.2,6.6) | (3.9,6.0) | (2.9,5.4) | (7.6,8.9) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.1 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason: By Service*

82b. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 2nd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 10,788 | 10,701 | 5,556 | 2,102 | 1,198 | 1,845 | 88 |
| Responding on Item | 76,090 | 75,291 | 31,806 | 17,330 | 10,240 | 15,915 | 798 |
| Not getting desirable or appropriate assignments | 3.2 | 3.2 | 3.2 | 2.6 | 3.0 | 3.9 | 4.1* |
| | (2.9,3.6) | (2.9,3.5) | (2.8,3.7) | (1.9,3.4) | (2.4,3.8) | (3.0,5.1) | (2.0,8.4) |
| Not assigned to jobs offering technical/professional development | 1.9 | 1.9 | 1.9 | 1.8 | 1.8 | 2.0 | 1.4* |
| | (1.7,2.1) | (1.7,2.1) | (1.6,2.1) | (1.5,2.2) | (1.5,2.0) | (1.4,2.9) | (0.3,7.1) |
| Lack of training opportunities | 2.1 | 2.1 | 2.3 | 1.4 | 1.9 | 2.3 | 4.1* |
| | (1.8,2.4) | (1.8,2.4) | (1.9,2.9) | (1.0,1.9) | (1.4,2.6) | (1.7,3.0) | (2.0,8.4) |
| Continue my education | 7.4 | 7.5 | 8.2 | 7.5 | 8.0 | 5.6 | 5.5* |
| | (6.9,8.0) | (6.9,8.0) | (7.4,9.0) | (6.4,8.8) | (6.7,9.6) | (4.7,6.8) | (2.2,12.8) |
| Desire to get out while jobs are easy to get | 4.5 | 4.6 | 4.4 | 4.2 | 3.8 | 5.6 | 4.1* |
| | (4.1,5.1) | (4.1,5.1) | (3.7,5.3) | (3.5,5.2) | (3.2,4.5) | (4.4,7.1) | (2.0,8.4) |
| Desire to start second career before becoming too old | 7.1 | 7.1 | 6.0 | 8.0 | 7.7 | 7.9 | 8.2* |
| | (6.6,7.6) | (6.6,7.6) | (5.3,6.8) | (7.0,9.1) | (7.0,8.5) | (6.7,9.2) | (2.5,24.0) |
| Desire to start second career before having to pay for childrens' education | 1.6 | 1.5 | 1.6 | 1.2 | 1.7 | 1.7 | 6.8 |
| | (1.4,1.8) | (1.4,1.8) | (1.4,1.9) | (0.8,1.9) | (1.3,2.3) | (1.3,2.3) | (4.2,10.9) |
| Desire to settle in a particular location | 6.4 | 6.4 | 5.1 | 6.3 | 8.1 | 8.3 | 6.8* |
| | (5.9,7.1) | (5.9,7.1) | (4.3,6.0) | (5.0,7.8) | (6.8,9.7) | (7.0,9.8) | (2.3,18.5) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.1 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason:  By Service*

82b.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  2nd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 10,788 | 10,701 | 5,556 | 2,102 | 1,198 | 1,845 | 88 |
| Responding on Item | 76,090 | 75,291 | 31,806 | 17,330 | 10,240 | 15,915 | 798 |
| Family problems at home | 1.3 | 1.3 | 1.2 | 1.7 | 1.0 | 1.4 | 0.0 |
| | (1.0,1.6) | (1.1,1.6) | (0.9,1.7) | (1.1,2.6) | (0.7,1.4) | (0.8,2.2) | (N/A,N/A) |
| Family wanted me to separate/retire | 2.9 | 2.9 | 2.8 | 3.9 | 2.4 | 2.4 | 1.4* |
| | (2.6,3.3) | (2.6,3.3) | (2.2,3.6) | (3.1,4.9) | (2.0,2.9) | (2.0,3.0) | (0.2,7.9) |
| Number of PCS moves | 1.4 | 1.4 | 1.1 | 1.6* | 1.0 | 1.8 | 2.7 |
| | (1.1,1.7) | (1.1,1.7) | (0.9,1.5) | (0.9,3.1) | (0.7,1.5) | (1.3,2.5) | (2.5,3.0) |
| Too many deployments | 3.8 | 3.8 | 3.4 | 5.2 | 2.8 | 3.8 | 0.0 |
| | (3.3,4.2) | (3.4,4.3) | (2.7,4.2) | (4.2,6.2) | (2.1,3.8) | (3.0,5.0) | (N/A,N/A) |
| Too few deployments | 0.9 | 0.9 | 0.8 | 0.2* | 1.8 | 1.3* | 0.0 |
| | (0.7,1.2) | (0.7,1.2) | (0.7,1.0) | (0.1,0.5) | (1.2,2.6) | (0.6,2.8) | (N/A,N/A) |
| One or more serious (UCMJ) offenses | 0.4* | 0.4* | 0.6* | 0.2* | 0.7 | 0.0 | 0.0 |
| | (0.2,0.8) | (0.2,0.8) | (0.2,1.7) | (0.1,0.5) | (0.5,1.1) | (N/A,N/A) | (N/A,N/A) |
| Minor offenses or disciplinary problems | 0.3 | 0.3 | 0.3* | 0.2* | 0.7* | 0.3* | 0.0 |
| | (0.2,0.5) | (0.2,0.5) | (0.1,0.6) | (0.1,0.5) | (0.3,1.5) | (0.1,0.9) | (N/A,N/A) |
| Homesickness | 1.1 | 1.1 | 1.1 | 1.6 | 1.4 | 0.5* | 2.7* |
| | (0.9,1.4) | (0.9,1.4) | (0.8,1.5) | (1.0,2.4) | (1.0,1.8) | (0.2,1.2) | (0.5,13.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.1 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason: By Service*

82b. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 2nd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 10,788 | 10,701 | 5,556 | 2,102 | 1,198 | 1,845 | 88 |
| Responding on Item | 76,090 | 75,291 | 31,806 | 17,330 | 10,240 | 15,915 | 798 |
| Lack of motivation, boredom | 3.8 | 3.8 | 4.4 | 2.6 | 4.7 | 3.5 | 2.7 |
| | (3.4,4.3) | (3.4,4.3) | (3.7,5.1) | (2.1,3.2) | (4.2,5.4) | (2.5,5.0) | (2.5,3.0) |
| Problems with superior(s) | 2.9 | 2.9 | 3.4 | 2.4 | 2.9 | 2.4 | 4.1* |
| | (2.5,3.4) | (2.5,3.4) | (2.6,4.3) | (1.8,3.3) | (2.1,3.8) | (1.8,3.3) | (2.0,8.4) |
| Medical problems | 1.4 | 1.4 | 2.0 | 0.7* | 1.6 | 0.8 | 0.0 |
| | (1.0,1.9) | (1.0,1.9) | (1.2,3.3) | (0.4,1.2) | (1.2,2.2) | (0.5,1.2) | (N/A,N/A) |
| Difficulty meeting physical fitness requirements | 1.3 | 1.3 | 1.8 | 0.8 | 1.5 | 0.6* | 0.0 |
| | (1.0,1.6) | (1.1,1.6) | (1.4,2.5) | (0.6,1.2) | (1.1,2.1) | (0.3,1.4) | (N/A,N/A) |
| Maintaining weight/body fat standards | 0.8 | 0.8 | 0.7 | 0.8* | 0.7* | 0.8* | 0.0 |
| | (0.6,1.0) | (0.6,1.0) | (0.5,1.1) | (0.4,1.5) | (0.4,1.3) | (0.5,1.6) | (N/A,N/A) |
| Inadequate access to the Internet/World Wide Web | 0.5 | 0.5 | 0.5 | 0.7 | 0.6 | 0.3* | 0.0 |
| | (0.4,0.7) | (0.4,0.7) | (0.3,0.7) | (0.5,1.2) | (0.3,1.1) | (0.1,0.8) | (N/A,N/A) |
| Other | 2.3 | 2.3 | 2.1 | 2.2 | 2.4 | 2.6 | 4.1* |
| | (2.0,2.6) | (2.0,2.6) | (1.6,2.6) | (1.6,3.0) | (1.7,3.5) | (1.9,3.5) | (2.0,8.4) |
| Does not apply | 8.8 | 8.8 | 11.4 | 7.8 | 7.4 | 5.4 | 8.2* |
| | (7.8,9.9) | (7.8,9.9) | (9.4,13.9) | (6.8,8.9) | (5.9,9.3) | (4.1,7.0) | (3.9,16.4) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.2**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason: By Paygrade and Gender*

82b. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 2nd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,171 | 2,911 | 272 | 409 | 9,470 | 1,292 |
| Responding on Item | 39,483 | 26,118 | 5,446 | 5,018 | 64,511 | 11,453 |
| Involuntarily retired or separated/not accepted for reenlistment | 0.6 | 0.4 | 0.1* | 1.3* | 0.5 | 0.7* |
| | *(0.4,1.1)* | *(0.2,0.6)* | *(0.0,0.4)* | *(0.6,2.9)* | *(0.4,0.8)* | *(0.3,1.4)* |
| Near maximum age | 1.9 | 0.9 | 0.2* | 1.6* | 1.5 | 0.8* |
| | *(1.4,2.5)* | *(0.6,1.3)* | *(0.1,0.5)* | *(0.5,4.5)* | *(1.1,1.9)* | *(0.4,1.5)* |
| Near maximum total time in grade | 0.5 | 0.6 | 0.2* | 1.7* | 0.6 | 0.3* |
| | *(0.3,0.7)* | *(0.3,0.9)* | *(0.0,0.9)* | *(0.8,3.5)* | *(0.4,0.8)* | *(0.1,0.8)* |
| Overall job satisfaction | 5.7 | 6.0 | 11.1 | 6.4 | 6.1 | 6.8 |
| | *(4.9,6.5)* | *(5.3,6.8)* | *(9.4,13.0)* | *(4.5,9.1)* | *(5.5,6.7)* | *(5.5,8.3)* |
| Pay and allowances | 9.3 | 10.6 | 9.3 | 7.3 | 9.9 | 8.0 |
| | *(7.9,10.9)* | *(9.7,11.7)* | *(7.4,11.6)* | *(5.3,9.9)* | *(8.9,11.0)* | *(6.5,9.7)* |
| Failed to be promoted | 3.8 | 4.1 | 0.7* | 5.4 | 3.9 | 3.0 |
| | *(3.1,4.5)* | *(3.3,5.1)* | *(0.3,1.6)* | *(4.3,6.7)* | *(3.4,4.4)* | *(2.1,4.3)* |
| Promotion/advancement opportunities | 4.2 | 7.4 | 4.8 | 8.2 | 5.8 | 4.7 |
| | *(3.5,5.0)* | *(6.5,8.5)* | *(3.5,6.6)* | *(6.1,11.1)* | *(5.2,6.4)* | *(3.5,6.3)* |
| Level of fairness in performance evaluation | 4.3 | 4.4 | 3.6 | 3.5 | 4.2 | 4.2 |
| | *(3.7,4.9)* | *(3.7,5.2)* | *(2.5,5.1)* | *(2.1,5.7)* | *(3.8,4.7)* | *(3.3,5.2)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.2 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason: By Paygrade and Gender*

82b. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 2nd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,171 | 2,911 | 272 | 409 | 9,470 | 1,292 |
| Responding on Item | 39,483 | 26,118 | 5,446 | 5,018 | 64,511 | 11,453 |
| Not getting desirable or appropriate assignments | 2.5 | 3.2 | 8.0 | 3.8 | 3.2 | 3.3 |
| | (2.1,2.9) | (2.6,3.9) | (6.3,10.0) | (2.6,5.5) | (2.8,3.6) | (2.4,4.6) |
| Not assigned to jobs offering technical/professional development | 2.0 | 1.5 | 2.6 | 2.0* | 1.9 | 1.9 |
| | (1.7,2.3) | (1.2,2.0) | (2.1,3.2) | (1.0,4.1) | (1.7,2.1) | (1.2,3.0) |
| Lack of training opportunities | 2.2 | 1.7 | 3.2 | 1.5* | 2.1 | 1.9 |
| | (1.8,2.8) | (1.4,2.1) | (2.3,4.4) | (0.7,3.1) | (1.8,2.4) | (1.3,2.7) |
| Continue my education | 9.1 | 6.3 | 6.4 | 1.3* | 7.1 | 9.6 |
| | (8.3,10.0) | (5.6,7.0) | (4.5,9.0) | (0.7,2.5) | (6.6,7.6) | (8.0,11.4) |
| Desire to get out while jobs are easy to get | 3.4 | 6.0 | 4.7 | 5.9 | 4.9 | 2.6 |
| | (2.8,4.1) | (5.4,6.8) | (3.2,6.7) | (4.1,8.3) | (4.4,5.5) | (1.8,3.7) |
| Desire to start second career before becoming too old | 4.4 | 9.9 | 7.1 | 13.7 | 7.4 | 5.5 |
| | (3.8,5.2) | (9.1,10.8) | (5.7,8.9) | (11.6,16.2) | (6.9,7.9) | (4.4,6.8) |
| Desire to start second career before having to pay for childrens' education | 1.4 | 2.1 | 0.7* | 1.3 | 1.7 | 1.2 |
| | (1.2,1.7) | (1.7,2.6) | (0.3,1.6) | (0.8,2.3) | (1.5,1.9) | (0.9,1.8) |
| Desire to settle in a particular location | 5.1 | 7.4 | 10.1 | 8.0 | 6.5 | 6.2 |
| | (4.4,5.9) | (6.6,8.4) | (7.5,13.5) | (5.9,10.9) | (5.9,7.2) | (5.2,7.4) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.2 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason:  By Paygrade and Gender*

82b.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  2nd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,171 | 2,911 | 272 | 409 | 9,470 | 1,292 |
| Responding on Item | 39,483 | 26,118 | 5,446 | 5,018 | 64,511 | 11,453 |
| Family problems at home | 1.5 | 1.1 | 0.7* | 1.0 | 1.1 | 2.2 |
| | (1.1,2.0) | (0.7,1.8) | (0.4,1.3) | (0.6,1.7) | (0.9,1.5) | (1.5,3.0) |
| Family wanted me to separate/retire | 2.9 | 2.8 | 2.6 | 4.1 | 2.8 | 3.7 |
| | (2.4,3.6) | (2.3,3.2) | (1.6,4.2) | (2.8,5.8) | (2.4,3.3) | (3.1,4.5) |
| Number of PCS moves | 0.7 | 1.3 | 3.6 | 4.5* | 1.4 | 1.7 |
| | (0.5,1.0) | (0.9,2.0) | (2.4,5.3) | (2.4,8.4) | (1.1,1.7) | (1.1,2.7) |
| Too many deployments | 3.4 | 4.5 | 5.2 | 1.9 | 3.9 | 3.2 |
| | (2.8,4.1) | (3.8,5.2) | (3.9,6.8) | (1.1,3.0) | (3.4,4.4) | (2.3,4.5) |
| Too few deployments | 1.3 | 0.5 | 0.9* | 0.0 | 0.9 | 1.0 |
| | (0.9,1.8) | (0.3,0.8) | (0.3,3.1) | (N/A,N/A) | (0.7,1.2) | (0.6,1.7) |
| One or more serious (UCMJ) offenses | 0.7* | 0.1* | 0.2* | 0.0* | 0.4* | 0.2* |
| | (0.3,1.5) | (0.0,0.2) | (0.1,1.1) | (0.0,0.2) | (0.2,0.9) | (0.1,0.5) |
| Minor offenses or disciplinary problems | 0.5 | 0.1* | 0.0 | 0.0 | 0.3 | 0.3* |
| | (0.3,0.9) | (0.0,0.3) | (N/A,N/A) | (N/A,N/A) | (0.2,0.5) | (0.1,1.1) |
| Homesickness | 1.5 | 0.8 | 0.6* | 0.7* | 1.0 | 2.1 |
| | (1.2,1.9) | (0.5,1.1) | (0.3,1.5) | (0.2,2.4) | (0.8,1.2) | (1.3,3.2) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.2 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason:  By Paygrade and Gender*

82b.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  2nd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,171 | 2,911 | 272 | 409 | 9,470 | 1,292 |
| Responding on Item | 39,483 | 26,118 | 5,446 | 5,018 | 64,511 | 11,453 |
| Lack of motivation, boredom | 5.3 | 2.1 | 2.8 | 1.9* | 3.7 | 4.8 |
| | (4.6,6.1) | (1.8,2.6) | (1.9,4.1) | (0.9,4.0) | (3.2,4.1) | (3.8,6.1) |
| Problems with superior(s) | 3.6 | 2.2 | 2.5 | 1.8 | 2.8 | 3.5 |
| | (2.9,4.4) | (1.7,2.7) | (1.6,3.8) | (1.0,3.3) | (2.3,3.3) | (2.4,4.9) |
| Medical problems | 1.7 | 1.2 | 0.8 | 0.6 | 1.3 | 2.0 |
| | (1.0,2.8) | (0.9,1.6) | (0.6,1.0) | (0.4,0.9) | (0.8,1.9) | (1.4,2.9) |
| Difficulty meeting physical fitness requirements | 1.7 | 1.0 | 0.1* | 0.8* | 1.3 | 1.6 |
| | (1.3,2.3) | (0.7,1.4) | (0.1,0.4) | (0.3,2.3) | (1.0,1.6) | (1.1,2.3) |
| Maintaining weight/body fat standards | 0.7 | 0.9 | 0.5* | 0.8* | 0.6 | 1.5 |
| | (0.5,1.0) | (0.6,1.4) | (0.3,1.0) | (0.3,2.6) | (0.4,0.8) | (0.9,2.4) |
| Inadequate access to the Internet/World Wide Web | 0.6 | 0.4 | 0.6* | 0.4* | 0.5 | 0.5* |
| | (0.4,0.9) | (0.2,0.6) | (0.2,1.4) | (0.1,1.3) | (0.4,0.7) | (0.2,0.9) |
| Other | 2.4 | 1.9 | 2.9 | 2.2 | 2.3 | 1.9 |
| | (1.9,3.1) | (1.6,2.4) | (1.9,4.4) | (1.6,3.1) | (2.0,2.7) | (1.3,2.8) |
| Does not apply | 11.3 | 6.6 | 3.2 | 6.4 | 8.7 | 9.5 |
| | (9.5,13.4) | (5.9,7.4) | (2.0,5.1) | (5.1,8.0) | (7.6,9.9) | (7.7,11.6) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.3**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason: By Retirement/Separation*

82b. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 2nd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 417 | 2,097 | 451 | 3,685 | 674 | 3,400 |
| Responding on Item | 3,470 | 15,873 | 4,095 | 19,948 | 5,762 | 26,791 |
| Involuntarily retired or separated/not accepted for reenlistment | 0.4* | 0.8* | 1.2* | 0.5* | 0.9* | 0.3* |
| | (0.2,0.9) | (0.4,1.4) | (0.6,2.6) | (0.3,0.9) | (0.3,3.3) | (0.2,0.7) |
| Near maximum age | 2.1* | 1.1 | 1.3* | 2.3 | 0.6* | 0.9 |
| | (1.0,4.4) | (0.7,1.7) | (0.5,3.4) | (1.7,3.1) | (0.2,2.0) | (0.6,1.5) |
| Near maximum total time in grade | 1.4* | 0.4* | 1.3* | 0.3 | 1.1* | 0.5 |
| | (0.6,3.4) | (0.2,0.8) | (0.4,3.6) | (0.2,0.6) | (0.5,2.1) | (0.3,0.9) |
| Overall job satisfaction | 4.7* | 6.9 | 3.2 | 6.4 | 5.4 | 6.5 |
| | (2.5,8.5) | (5.6,8.5) | (2.1,4.9) | (5.5,7.5) | (4.2,6.8) | (5.9,7.2) |
| Pay and allowances | 7.3 | 9.7 | 6.1 | 10.2 | 8.5 | 10.2 |
| | (4.9,10.9) | (7.9,11.9) | (4.8,7.6) | (8.6,12.1) | (6.8,10.7) | (9.2,11.2) |
| Failed to be promoted | 9.3 | 4.7 | 3.7 | 2.1 | 6.6 | 3.1 |
| | (7.1,12.1) | (3.5,6.3) | (2.5,5.3) | (1.8,2.5) | (4.1,10.6) | (2.5,3.9) |
| Promotion/advancement opportunities | 12.5 | 5.2 | 8.7 | 3.2 | 11.5 | 5.0 |
| | (9.4,16.5) | (4.1,6.5) | (6.3,12.0) | (2.5,4.0) | (9.5,13.7) | (4.2,6.0) |
| Level of fairness in performance evaluation | 4.1 | 6.0 | 4.3 | 2.1 | 4.6 | 4.6 |
| | (2.3,7.1) | (4.9,7.3) | (2.8,6.5) | (1.7,2.7) | (2.6,8.1) | (3.8,5.7) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.3 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason: By Retirement/Separation*

82b. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 2nd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 417 | 2,097 | 451 | 3,685 | 674 | 3,400 |
| Responding on Item | 3,470 | 15,873 | 4,095 | 19,948 | 5,762 | 26,791 |
| Not getting desirable or appropriate assignments | 2.7* | 4.2 | 2.4* | 2.8 | 2.4* | 3.2 |
| | (1.5,4.9) | (3.4,5.2) | (1.2,4.8) | (2.3,3.6) | (1.3,4.4) | (2.8,3.8) |
| Not assigned to jobs offering technical/professional development | 0.3* | 2.4 | 0.2* | 2.0 | 0.8* | 2.2 |
| | (0.0,1.6) | (1.7,3.2) | (0.1,0.6) | (1.4,2.7) | (0.3,2.4) | (1.8,2.6) |
| Lack of training opportunities | 1.0 | 2.6 | 1.7* | 2.0 | 0.7* | 2.3 |
| | (0.7,1.3) | (2.0,3.2) | (0.7,4.2) | (1.4,2.8) | (0.2,2.2) | (1.8,3.1) |
| Continue my education | 2.6 | 6.7 | 2.1 | 9.8 | 1.8* | 8.8 |
| | (1.7,3.9) | (5.4,8.2) | (1.5,2.9) | (8.7,11.1) | (0.9,3.5) | (7.9,9.7) |
| Desire to get out while jobs are easy to get | 4.5 | 3.1 | 6.9 | 4.1 | 8.3 | 4.6 |
| | (2.8,7.3) | (2.4,3.9) | (4.5,10.3) | (3.3,4.9) | (6.1,11.1) | (3.6,5.9) |
| Desire to start second career before becoming too old | 12.6 | 3.7 | 17.5 | 7.2 | 13.4 | 5.5 |
| | (9.6,16.3) | (3.1,4.4) | (14.9,20.4) | (6.1,8.4) | (11.2,15.9) | (4.8,6.2) |
| Desire to start second career before having to pay for childrens' education | 2.5* | 1.1 | 2.5 | 1.6 | 1.7* | 1.6 |
| | (1.3,4.6) | (0.8,1.5) | (1.6,4.0) | (1.2,2.1) | (0.8,3.9) | (1.3,2.1) |
| Desire to settle in a particular location | 5.8 | 5.1 | 7.6 | 6.5 | 6.8 | 7.0 |
| | (3.7,8.9) | (4.3,6.2) | (5.3,10.8) | (5.7,7.5) | (4.9,9.2) | (5.9,8.2) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.3 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason:  By Retirement/Separation*

82b.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  2nd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 417 | 2,097 | 451 | 3,685 | 674 | 3,400 |
| Responding on Item | 3,470 | 15,873 | 4,095 | 19,948 | 5,762 | 26,791 |
| Family problems at home | 0.8* | 1.1 | 1.5* | 1.3 | 1.1* | 1.5 |
| | (0.2,2.4) | (0.7,1.6) | (0.7,3.1) | (0.9,2.0) | (0.3,3.3) | (1.1,2.1) |
| Family wanted me to separate/retire | 2.2* | 2.8 | 3.7 | 3.1 | 3.0* | 2.8 |
| | (1.0,4.9) | (2.0,4.0) | (2.4,5.6) | (2.5,3.7) | (1.7,5.5) | (2.3,3.5) |
| Number of PCS moves | 1.8* | 1.7 | 3.4* | 0.7 | 2.3* | 1.2 |
| | (0.7,4.3) | (1.2,2.3) | (1.5,7.2) | (0.5,1.0) | (1.1,4.6) | (0.9,1.7) |
| Too many deployments | 2.9* | 4.6 | 3.5 | 3.2 | 2.5 | 4.1 |
| | (1.5,5.6) | (3.9,5.5) | (2.2,5.5) | (2.5,4.1) | (1.6,3.9) | (3.3,5.0) |
| Too few deployments | 0.0 | 1.5* | 0.4* | 0.9 | 0.2* | 0.9 |
| | (N/A,N/A) | (0.8,3.0) | (0.1,1.7) | (0.6,1.3) | (0.0,1.2) | (0.7,1.1) |
| One or more serious (UCMJ) offenses | 0.1* | 0.2* | 0.0 | 0.6* | 0.0* | 0.5* |
| | (0.0,0.8) | (0.1,0.4) | (N/A,N/A) | (0.3,1.5) | (0.0,0.2) | (0.2,1.1) |
| Minor offenses or disciplinary problems | 0.0 | 0.4* | 0.2* | 0.3* | 0.0 | 0.4* |
| | (N/A,N/A) | (0.2,0.9) | (0.0,0.7) | (0.1,0.8) | (N/A,N/A) | (0.2,0.8) |
| Homesickness | 0.0* | 1.0 | 0.8* | 2.1 | 0.4* | 0.9 |
| | (0.0,0.3) | (0.7,1.4) | (0.2,2.6) | (1.5,2.8) | (0.1,2.2) | (0.6,1.3) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82b.3 (continued)**
*Importance of Reasons for Leaving Active Duty--2nd Most Important Reason:  By Retirement/Separation*

82b.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  2nd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 417 | 2,097 | 451 | 3,685 | 674 | 3,400 |
| Responding on Item | 3,470 | 15,873 | 4,095 | 19,948 | 5,762 | 26,791 |
| Lack of motivation, boredom | 0.5* | 4.2 | 1.3* | 4.3 | 1.5* | 4.5 |
| | (0.2,1.6) | (3.1,5.7) | (0.6,2.8) | (3.5,5.3) | (0.7,2.8) | (3.8,5.5) |
| Problems with superior(s) | 2.6* | 4.9 | 1.7* | 2.2 | 0.7* | 3.0 |
| | (1.1,5.8) | (3.8,6.3) | (0.8,3.5) | (1.7,2.7) | (0.3,1.7) | (2.4,3.6) |
| Medical problems | 1.4* | 1.5 | 1.2 | 1.4 | 1.3* | 1.3 |
| | (0.6,2.9) | (1.0,2.3) | (0.7,2.0) | (0.9,2.2) | (0.6,2.5) | (0.8,2.1) |
| Difficulty meeting physical fitness requirements | 0.9* | 1.7 | 1.0* | 1.2 | 1.7 | 1.2 |
| | (0.4,2.0) | (1.0,2.7) | (0.5,2.3) | (0.8,1.8) | (0.9,2.9) | (0.8,1.7) |
| Maintaining weight/body fat standards | 0.8 | 0.7 | 0.9* | 0.5 | 2.4* | 0.6 |
| | (0.7,1.0) | (0.4,1.2) | (0.3,2.6) | (0.4,0.8) | (1.1,4.9) | (0.3,1.0) |
| Inadequate access to the Internet/World Wide Web | 0.1* | 0.5 | 0.0* | 0.7 | 0.0* | 0.7 |
| | (0.0,0.4) | (0.3,0.8) | (0.0,0.3) | (0.4,1.0) | (0.0,0.3) | (0.4,1.0) |
| Other | 3.9 | 2.5 | 2.1* | 2.6 | 1.1* | 2.0 |
| | (2.5,6.0) | (1.7,3.6) | (1.1,3.9) | (2.0,3.5) | (0.6,2.2) | (1.6,2.6) |
| Does not apply | 8.1 | 7.3 | 7.6 | 11.6 | 6.8 | 8.1 |
| | (6.1,10.7) | (6.0,8.8) | (5.7,10.2) | (10.1,13.3) | (5.3,8.8) | (6.9,9.5) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.1**

*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason:  By Service*

82c.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  3rd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | **Total** | **Army** | **Navy** | **Marine Corps** | **Air Force** | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 11,991 | 11,871 | 6,153 | 2,210 | 1,416 | 2,092 | 120 |
| Responding on Item | 74,887 | 74,121 | 31,209 | 17,222 | 10,022 | 15,668 | 766 |
| Involuntarily retired or separated/not accepted for reenlistment | 0.5 | 0.5 | 0.8 | 0.3* | 0.5* | 0.3* | 1.4* |
| | (0.4,0.8) | (0.3,0.8) | (0.5,1.3) | (0.1,0.6) | (0.2,1.3) | (0.1,1.0) | (0.3,7.5) |
| Near maximum age | 0.1 | 0.1 | 0.2 | 0.0* | 0.2* | 0.1* | 0.0 |
| | (0.1,0.2) | (0.1,0.2) | (0.1,0.3) | (0.0,0.3) | (0.1,0.6) | (0.0,0.4) | (N/A,N/A) |
| Near maximum total time in grade | 0.8 | 0.8 | 0.8 | 0.9* | 0.5 | 0.7* | 0.0 |
| | (0.5,1.1) | (0.5,1.1) | (0.6,1.0) | (0.3,2.4) | (0.3,0.8) | (0.3,1.9) | (N/A,N/A) |
| Overall job satisfaction | 5.4 | 5.3 | 4.6 | 5.4 | 5.2 | 6.8 | 15.7* |
| | (4.9,6.0) | (4.8,5.9) | (3.8,5.6) | (4.6,6.3) | (4.3,6.2) | (5.6,8.3) | (6.0,35.4) |
| Pay and allowances | 7.1 | 7.1 | 6.1 | 6.7 | 7.3 | 9.2 | 7.1 |
| | (6.4,7.8) | (6.4,7.8) | (5.2,7.2) | (5.5,8.1) | (6.2,8.6) | (7.3,11.6) | (5.1,10.0) |
| Failed to be promoted | 2.3 | 2.3 | 2.3 | 2.4 | 1.7 | 2.7 | 1.4* |
| | (2.0,2.7) | (2.0,2.7) | (1.8,2.9) | (1.6,3.4) | (1.3,2.4) | (1.9,3.8) | (0.3,7.5) |
| Promotion/advancement opportunities | 4.9 | 4.9 | 4.2 | 5.9 | 3.7 | 6.0 | 1.4* |
| | (4.4,5.4) | (4.4,5.5) | (3.7,4.8) | (4.5,7.6) | (3.0,4.6) | (4.8,7.4) | (0.3,7.5) |
| Level of fairness in performance evaluation | 4.4 | 4.4 | 3.6 | 5.8 | 4.1 | 4.8 | 2.9* |
| | (4.0,4.9) | (4.0,4.9) | (3.0,4.3) | (4.9,6.9) | (3.1,5.4) | (4.1,5.8) | (0.5,14.4) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.1 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason:  By Service*

82c.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  3rd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 11,991 | 11,871 | 6,153 | 2,210 | 1,416 | 2,092 | 120 |
| Responding on Item | 74,887 | 74,121 | 31,209 | 17,222 | 10,022 | 15,668 | 766 |
| Not getting desirable or appropriate assignments | 3.1 | 3.1 | 2.9 | 3.3 | 2.8 | 3.5 | 4.3* |
| | (2.7,3.5) | (2.7,3.5) | (2.4,3.4) | (2.6,4.3) | (1.9,3.9) | (2.7,4.5) | (0.7,22.2) |
| Not assigned to jobs offering technical/professional development | 2.3 | 2.3 | 2.2 | 2.3 | 2.1 | 2.5 | 0.0 |
| | (2.0,2.6) | (2.0,2.6) | (1.9,2.6) | (1.6,3.5) | (1.7,2.7) | (1.8,3.4) | (N/A,N/A) |
| Lack of training opportunities | 2.2 | 2.2 | 2.3 | 1.7 | 2.9 | 2.3 | 1.4* |
| | (1.9,2.6) | (1.9,2.6) | (1.8,2.8) | (1.2,2.3) | (2.2,3.7) | (1.5,3.5) | (0.3,7.5) |
| Continue my education | 5.4 | 5.4 | 5.7 | 5.6 | 6.5 | 3.8 | 5.7* |
| | (4.9,5.9) | (4.9,5.9) | (5.1,6.3) | (4.4,7.1) | (5.3,8.0) | (2.9,5.0) | (2.3,13.6) |
| Desire to get out while jobs are easy to get | 4.2 | 4.2 | 3.8 | 4.3 | 3.8 | 5.2 | 2.9 |
| | (3.9,4.6) | (3.9,4.6) | (3.3,4.4) | (3.6,5.2) | (3.2,4.6) | (4.2,6.6) | (2.7,3.0) |
| Desire to start second career before becoming too old | 6.8 | 6.7 | 6.3 | 7.0 | 6.6 | 7.5 | 11.4 |
| | (6.2,7.4) | (6.2,7.3) | (5.4,7.4) | (6.0,8.1) | (5.5,7.9) | (6.2,8.9) | (10.8,12.1) |
| Desire to start second career before having to pay for childrens' education | 2.8 | 2.8 | 2.1 | 3.0 | 3.0 | 3.7 | 1.4* |
| | (2.4,3.2) | (2.4,3.3) | (1.7,2.7) | (2.1,4.3) | (2.3,4.0) | (2.7,5.1) | (0.3,7.5) |
| Desire to settle in a particular location | 6.9 | 6.9 | 5.9 | 7.1 | 7.7 | 7.9 | 12.9 |
| | (6.5,7.4) | (6.4,7.3) | (5.3,6.6) | (6.1,8.3) | (6.4,9.3) | (6.9,9.0) | (10.9,15.1) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.1 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason: By Service*

82c. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 3rd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 11,991 | 11,871 | 6,153 | 2,210 | 1,416 | 2,092 | 120 |
| Responding on Item | 74,887 | 74,121 | 31,209 | 17,222 | 10,022 | 15,668 | 766 |
| Family problems at home | 0.9 | 0.9 | 0.7 | 0.9 | 1.5 | 0.8* | 0.0 |
| | (0.7,1.1) | (0.7,1.1) | (0.6,1.0) | (0.6,1.4) | (0.9,2.5) | (0.4,1.7) | (N/A,N/A) |
| Family wanted me to separate/retire | 2.6 | 2.6 | 3.0 | 2.8 | 2.0 | 2.1 | 0.0 |
| | (2.2,3.1) | (2.2,3.1) | (2.3,3.9) | (2.2,3.6) | (1.4,2.8) | (1.3,3.3) | (N/A,N/A) |
| Number of PCS moves | 1.6 | 1.6 | 1.7 | 1.4 | 1.0 | 1.9 | 2.9* |
| | (1.3,1.9) | (1.3,1.9) | (1.3,2.3) | (0.9,2.1) | (0.7,1.5) | (1.5,2.5) | (0.5,14.4) |
| Too many deployments | 3.6 | 3.6 | 2.9 | 5.6 | 2.4 | 3.5 | 7.1 |
| | (3.3,4.0) | (3.2,4.0) | (2.6,3.3) | (4.6,6.8) | (1.8,3.1) | (2.7,4.6) | (5.1,10.0) |
| Too few deployments | 0.9 | 0.9 | 1.0 | 0.3* | 1.7 | 1.0 | 0.0 |
| | (0.7,1.1) | (0.7,1.2) | (0.6,1.5) | (0.1,0.7) | (1.4,2.2) | (0.6,1.5) | (N/A,N/A) |
| One or more serious (UCMJ) offenses | 0.4 | 0.4 | 0.4 | 0.4* | 0.5* | 0.2* | 0.0 |
| | (0.3,0.6) | (0.3,0.6) | (0.3,0.7) | (0.1,1.4) | (0.3,0.9) | (0.1,0.8) | (N/A,N/A) |
| Minor offenses or disciplinary problems | 0.5 | 0.5 | 0.6* | 0.2* | 0.9 | 0.3 | 0.0 |
| | (0.3,0.7) | (0.3,0.7) | (0.3,1.1) | (0.1,0.6) | (0.6,1.3) | (0.2,0.5) | (N/A,N/A) |
| Homesickness | 1.6 | 1.6 | 1.7 | 2.0 | 1.3 | 1.2 | 0.0 |
| | (1.3,1.9) | (1.3,1.9) | (1.3,2.1) | (1.4,3.0) | (0.9,1.9) | (0.8,1.8) | (N/A,N/A) |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.1 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason:  By Service*

82c.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  3rd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 11,991 | 11,871 | 6,153 | 2,210 | 1,416 | 2,092 | 120 |
| Responding on Item | 74,887 | 74,121 | 31,209 | 17,222 | 10,022 | 15,668 | 766 |
| Lack of motivation, boredom | 4.5 | 4.5 | 5.0 | 3.2 | 5.8 | 4.2 | 4.3* |
| | (4.1,5.0) | (4.1,5.0) | (4.4,5.7) | (2.6,4.0) | (4.9,6.9) | (3.1,5.7) | (2.4,7.7) |
| Problems with superior(s) | 3.2 | 3.3 | 3.6 | 2.7 | 3.6 | 2.9 | 0.0 |
| | (2.7,3.8) | (2.8,3.9) | (2.7,4.9) | (1.9,3.9) | (3.2,4.1) | (2.1,3.9) | (N/A,N/A) |
| Medical problems | 1.8 | 1.8 | 2.3 | 1.2 | 2.0 | 1.3* | 0.0 |
| | (1.5,2.1) | (1.5,2.2) | (2.0,2.7) | (0.7,2.1) | (1.4,2.9) | (0.6,2.9) | (N/A,N/A) |
| Difficulty meeting physical fitness requirements | 0.7 | 0.7 | 0.9 | 0.5* | 0.9 | 0.6* | 0.0 |
| | (0.6,0.9) | (0.6,0.9) | (0.6,1.2) | (0.2,1.1) | (0.6,1.4) | (0.3,1.2) | (N/A,N/A) |
| Maintaining weight/body fat standards | 2.0 | 2.0 | 2.6 | 1.9 | 1.9 | 0.9* | 1.4* |
| | (1.6,2.6) | (1.6,2.6) | (1.8,3.9) | (1.3,2.9) | (1.4,2.6) | (0.5,1.7) | (0.3,7.5) |
| Inadequate access to the Internet/World Wide Web | 0.6 | 0.6 | 0.7 | 0.6 | 0.9* | 0.4 | 0.0 |
| | (0.5,0.8) | (0.5,0.8) | (0.5,1.0) | (0.4,1.1) | (0.5,1.7) | (0.3,0.7) | (N/A,N/A) |
| Other | 1.6 | 1.6 | 1.5 | 1.2 | 1.5 | 2.0 | 1.4* |
| | (1.3,1.8) | (1.3,1.8) | (1.3,1.8) | (0.8,1.7) | (1.1,2.1) | (1.5,2.8) | (0.2,8.1) |
| Does not apply | 14.3 | 14.3 | 17.6 | 13.2 | 13.3 | 9.5 | 12.9* |
| | (13.0,15.6) | (13.0,15.7) | (14.9,20.6) | (11.8,14.7) | (11.8,14.8) | (7.8,11.4) | (4.1,33.8) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.2**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason: By Paygrade and Gender*

82c. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 3rd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,706 | 3,410 | 316 | 533 | 10,474 | 1,487 |
| Responding on Item | 38,948 | 25,619 | 5,402 | 4,894 | 63,507 | 11,258 |
| Involuntarily retired or separated/not accepted for reenlistment | 0.7 *(0.4,1.1)* | 0.4* *(0.2,0.8)* | 0.0 *(N/A,N/A)* | 0.5* *(0.1,1.7)* | 0.5 *(0.3,0.8)* | 0.8* *(0.3,1.7)* |
| Near maximum age | 0.2 *(0.1,0.3)* | 0.0* *(0.0,0.1)* | 0.1* *(0.0,0.4)* | 0.3* *(0.1,1.1)* | 0.1 *(0.1,0.2)* | 0.1* *(0.0,0.2)* |
| Near maximum total time in grade | 0.8 *(0.6,1.2)* | 0.8* *(0.4,1.6)* | 0.1* *(0.0,0.4)* | 0.6* *(0.3,1.3)* | 0.8 *(0.6,1.1)* | 0.5* *(0.2,1.1)* |
| Overall job satisfaction | 4.8 *(4.0,5.7)* | 5.4 *(4.7,6.1)* | 8.9 *(7.1,11.2)* | 6.9 *(4.9,9.6)* | 5.1 *(4.5,5.8)* | 7.0 *(6.0,8.2)* |
| Pay and allowances | 6.6 *(5.5,7.9)* | 7.4 *(6.6,8.2)* | 8.6 *(7.4,10.0)* | 7.8 *(5.4,11.1)* | 7.2 *(6.4,7.9)* | 6.6 *(4.6,9.5)* |
| Failed to be promoted | 2.3 *(1.8,3.0)* | 2.6 *(2.0,3.3)* | 0.6 *(0.4,1.1)* | 2.3 *(1.7,3.2)* | 2.4 *(2.0,2.8)* | 1.7 *(1.2,2.5)* |
| Promotion/advancement opportunities | 4.6 *(4.0,5.1)* | 5.1 *(4.0,6.4)* | 4.5 *(3.8,5.3)* | 6.9 *(5.3,9.0)* | 5.2 *(4.7,5.8)* | 3.1 *(2.3,4.0)* |
| Level of fairness in performance evaluation | 3.8 *(3.2,4.6)* | 5.1 *(4.4,5.8)* | 4.4 *(3.2,6.1)* | 5.7 *(3.5,9.2)* | 4.4 *(4.0,4.8)* | 4.8 *(3.6,6.3)* |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.2 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason: By Paygrade and Gender*

82c. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 3rd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,706 | 3,410 | 316 | 533 | 10,474 | 1,487 |
| Responding on Item | 38,948 | 25,619 | 5,402 | 4,894 | 63,507 | 11,258 |
| Not getting desirable or appropriate assignments | 2.7 (2.3,3.3) | 3.1 (2.5,3.7) | 5.4 (3.8,7.7) | 3.7 (2.7,5.0) | 3.0 (2.7,3.5) | 3.4 (2.5,4.6) |
| Not assigned to jobs offering technical/professional development | 2.2 (1.7,2.8) | 1.9 (1.7,2.2) | 4.6 (3.3,6.5) | 2.1* (1.1,3.9) | 2.4 (2.1,2.8) | 1.6 (1.0,2.5) |
| Lack of training opportunities | 2.5 (2.1,3.0) | 1.9 (1.4,2.5) | 2.8 (2.1,3.7) | 0.9* (0.5,1.9) | 2.1 (1.8,2.5) | 2.9 (2.0,4.0) |
| Continue my education | 6.4 (5.6,7.3) | 4.9 (4.2,5.6) | 4.5 (3.4,5.9) | 0.9* (0.5,1.7) | 5.2 (4.7,5.7) | 6.5 (5.4,7.8) |
| Desire to get out while jobs are easy to get | 2.7 (2.3,3.3) | 5.8 (5.2,6.6) | 5.2 (3.8,7.0) | 6.8 (5.0,9.3) | 4.4 (4.0,4.8) | 3.3 (2.3,4.7) |
| Desire to start second career before becoming too old | 5.1 (4.2,6.1) | 8.4 (7.5,9.3) | 8.6 (7.6,9.8) | 10.3 (9.0,11.9) | 7.1 (6.5,7.8) | 4.9 (3.9,6.2) |
| Desire to start second career before having to pay for childrens' education | 2.1 (1.7,2.7) | 3.6 (2.9,4.5) | 2.0 (1.3,3.0) | 4.6* (2.5,8.3) | 3.0 (2.5,3.5) | 1.8 (1.1,2.8) |
| Desire to settle in a particular location | 5.2 (4.6,5.9) | 8.4 (7.6,9.2) | 9.7 (8.7,10.7) | 9.9 (7.9,12.2) | 7.1 (6.6,7.6) | 6.1 (5.0,7.4) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.2 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason: By Paygrade and Gender*

82c. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 3rd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,706 | 3,410 | 316 | 533 | 10,474 | 1,487 |
| Responding on Item | 38,948 | 25,619 | 5,402 | 4,894 | 63,507 | 11,258 |
| Family problems at home | 0.9 | 0.9 | 0.4* | 0.9* | 0.8 | 1.1 |
| | (0.6,1.3) | (0.7,1.2) | (0.1,1.3) | (0.3,2.7) | (0.7,1.1) | (0.7,1.6) |
| Family wanted me to separate/retire | 2.3 | 3.0 | 2.5 | 3.1* | 2.5 | 3.0 |
| | (1.7,3.0) | (2.5,3.5) | (1.5,4.3) | (1.4,6.7) | (2.1,3.0) | (2.2,4.2) |
| Number of PCS moves | 1.0 | 1.9 | 3.8 | 2.8 | 1.7 | 1.0 |
| | (0.6,1.5) | (1.5,2.4) | (2.6,5.4) | (2.0,3.9) | (1.4,2.1) | (0.6,1.7) |
| Too many deployments | 2.9 | 4.5 | 5.5 | 2.8 | 3.7 | 3.0 |
| | (2.5,3.4) | (3.8,5.4) | (4.5,6.7) | (1.8,4.3) | (3.4,4.1) | (2.1,4.3) |
| Too few deployments | 1.0 | 0.8 | 1.1* | 0.3* | 0.9 | 1.0 |
| | (0.8,1.5) | (0.6,1.1) | (0.6,2.0) | (0.1,1.1) | (0.7,1.2) | (0.6,1.6) |
| One or more serious (UCMJ) offenses | 0.7 | 0.1* | 0.0 | 0.0 | 0.5 | 0.0* |
| | (0.4,1.1) | (0.0,0.3) | (N/A,N/A) | (N/A,N/A) | (0.3,0.7) | (0.0,0.2) |
| Minor offenses or disciplinary problems | 0.8 | 0.1* | 0.1* | 0.0 | 0.5 | 0.2 |
| | (0.5,1.2) | (0.1,0.3) | (0.0,0.3) | (N/A,N/A) | (0.3,0.8) | (0.2,0.2) |
| Homesickness | 2.3 | 0.8 | 1.1* | 0.3* | 1.4 | 2.3 |
| | (1.9,2.8) | (0.5,1.2) | (0.6,2.2) | (0.1,1.2) | (1.2,1.8) | (1.6,3.4) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.2 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason: By Paygrade and Gender*

82c. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 3rd Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,706 | 3,410 | 316 | 533 | 10,474 | 1,487 |
| Responding on Item | 38,948 | 25,619 | 5,402 | 4,894 | 63,507 | 11,258 |
| Lack of motivation, boredom | 5.7 | 3.8 | 2.5 | 0.9* | 4.3 | 6.0 |
| | (5.1,6.4) | (3.2,4.6) | (1.4,4.3) | (0.3,2.6) | (3.8,4.8) | (4.8,7.5) |
| Problems with superior(s) | 4.2 | 2.2 | 2.4 | 1.9* | 3.0 | 4.3 |
| | (3.3,5.2) | (1.8,2.8) | (1.7,3.4) | (1.0,3.4) | (2.5,3.7) | (3.3,5.7) |
| Medical problems | 2.2 | 1.5 | 0.6* | 1.4 | 1.7 | 2.3 |
| | (1.7,2.8) | (1.1,2.0) | (0.3,1.3) | (1.0,1.9) | (1.3,2.1) | (1.8,3.1) |
| Difficulty meeting physical fitness requirements | 0.8 | 0.7 | 0.0* | 1.1* | 0.6 | 1.2* |
| | (0.6,1.1) | (0.4,1.1) | (0.0,0.3) | (0.5,2.6) | (0.5,0.9) | (0.6,2.1) |
| Maintaining weight/body fat standards | 2.5 | 1.7 | 0.4* | 1.3* | 2.0 | 2.2 |
| | (1.8,3.6) | (1.3,2.2) | (0.2,0.8) | (0.5,3.3) | (1.5,2.6) | (1.6,3.1) |
| Inadequate access to the Internet/World Wide Web | 0.9 | 0.4 | 0.3* | 0.3* | 0.7 | 0.4* |
| | (0.6,1.2) | (0.3,0.7) | (0.1,0.9) | (0.1,0.9) | (0.5,0.9) | (0.2,0.9) |
| Other | 1.6 | 1.5 | 1.8 | 1.6* | 1.6 | 1.6 |
| | (1.3,1.9) | (1.1,1.9) | (1.0,3.0) | (0.8,3.0) | (1.3,1.8) | (1.1,2.2) |
| Does not apply | 17.4 | 11.5 | 7.4 | 11.2 | 14.1 | 15.5 |
| | (15.1,20.0) | (10.5,12.5) | (5.5,9.9) | (9.4,13.3) | (12.6,15.7) | (13.4,17.7) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.3**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason:  By Retirement/Separation*

82c.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  3rd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 515 | 2,312 | 592 | 4,093 | 721 | 3,694 |
| Responding on Item | 3,372 | 15,658 | 3,954 | 19,540 | 5,715 | 26,497 |
| Involuntarily retired or separated/not accepted for reenlistment | 1.0* | 0.5* | 0.3* | 0.6* | 1.1* | 0.3* |
| | (0.2,4.1) | (0.3,1.1) | (0.1,0.7) | (0.3,1.2) | (0.4,3.0) | (0.2,0.5) |
| Near maximum age | 0.1* | 0.1* | 0.1* | 0.2* | 0.2* | 0.1* |
| | (0.0,0.4) | (0.1,0.3) | (0.0,0.3) | (0.1,0.4) | (0.0,1.0) | (0.1,0.2) |
| Near maximum total time in grade | 1.3* | 0.4 | 1.2* | 1.1 | 1.4* | 0.4* |
| | (0.5,3.3) | (0.2,0.6) | (0.3,4.5) | (0.8,1.6) | (0.6,3.4) | (0.2,0.8) |
| Overall job satisfaction | 2.6 | 5.9 | 5.6* | 5.3 | 5.1 | 5.7 |
| | (1.6,4.3) | (4.7,7.2) | (2.9,10.5) | (4.3,6.5) | (3.5,7.3) | (5.1,6.5) |
| Pay and allowances | 4.8 | 7.7 | 7.3 | 6.7 | 8.5 | 6.9 |
| | (3.2,7.3) | (6.2,9.5) | (5.0,10.5) | (5.7,7.8) | (6.8,10.6) | (5.9,8.1) |
| Failed to be promoted | 3.1* | 2.7 | 3.1* | 1.3 | 4.6 | 2.1 |
| | (1.7,5.6) | (2.2,3.4) | (1.6,5.9) | (0.9,1.8) | (3.6,5.8) | (1.6,2.8) |
| Promotion/advancement opportunities | 7.2* | 6.0 | 5.3 | 3.2 | 6.7 | 4.7 |
| | (3.9,12.9) | (5.1,7.2) | (3.5,7.8) | (2.6,3.8) | (5.0,9.0) | (3.9,5.7) |
| Level of fairness in performance evaluation | 8.1 | 5.6 | 6.2 | 3.1 | 4.8 | 3.9 |
| | (5.9,11.1) | (4.5,7.0) | (3.7,10.1) | (2.5,3.7) | (3.0,7.7) | (3.2,4.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.3 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason:  By Retirement/Separation*

82c.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  3rd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 515 | 2,312 | 592 | 4,093 | 721 | 3,694 |
| Responding on Item | 3,372 | 15,658 | 3,954 | 19,540 | 5,715 | 26,497 |
| Not getting desirable or appropriate assignments | 5.4 | 4.2 | 1.2* | 2.1 | 2.0* | 3.4 |
| | (3.6,8.1) | (3.5,5.0) | (0.6,2.3) | (1.6,2.7) | (1.0,4.0) | (2.7,4.2) |
| Not assigned to jobs offering technical/professional development | 1.4* | 3.1 | 1.8 | 2.5 | 1.1* | 2.0 |
| | (0.6,3.1) | (2.3,4.2) | (1.0,3.0) | (1.8,3.4) | (0.5,2.5) | (1.5,2.6) |
| Lack of training opportunities | 0.4* | 2.9 | 0.2* | 2.2 | 0.8* | 2.7 |
| | (0.1,2.0) | (2.3,3.8) | (0.1,0.5) | (1.6,2.9) | (0.2,3.3) | (2.2,3.3) |
| Continue my education | 0.8* | 5.3 | 1.6* | 6.5 | 2.5* | 6.4 |
| | (0.3,1.9) | (4.5,6.1) | (0.8,3.3) | (5.5,7.5) | (1.1,5.4) | (5.6,7.3) |
| Desire to get out while jobs are easy to get | 7.1 | 3.2 | 6.6 | 3.6 | 4.6 | 4.5 |
| | (4.9,10.2) | (2.7,3.9) | (4.4,9.7) | (2.9,4.4) | (3.3,6.4) | (3.9,5.1) |
| Desire to start second career before becoming too old | 8.5 | 5.3 | 10.8 | 5.9 | 10.7 | 6.7 |
| | (6.1,11.8) | (4.5,6.3) | (7.9,14.6) | (5.1,7.0) | (8.7,13.1) | (5.7,7.8) |
| Desire to start second career before having to pay for childrens' education | 3.9 | 1.8 | 5.7 | 2.3 | 5.8 | 2.5 |
| | (2.2,6.6) | (1.3,2.4) | (3.7,8.6) | (1.7,3.1) | (3.5,9.6) | (2.0,3.2) |
| Desire to settle in a particular location | 9.0 | 5.0 | 9.3 | 7.1 | 8.5 | 7.0 |
| | (6.1,13.1) | (4.2,5.9) | (8.2,10.4) | (6.1,8.3) | (6.1,11.7) | (6.3,7.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.3 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason:  By Retirement/Separation*

82c.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  3rd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 515 | 2,312 | 592 | 4,093 | 721 | 3,694 |
| Responding on Item | 3,372 | 15,658 | 3,954 | 19,540 | 5,715 | 26,497 |
| Family problems at home | 1.9* | 0.9 | 0.2* | 0.8 | 0.4* | 1.0 |
| | (0.8,4.7) | (0.6,1.4) | (0.1,1.0) | (0.6,1.0) | (0.1,1.6) | (0.7,1.4) |
| Family wanted me to separate/retire | 2.6* | 2.6 | 3.1 | 2.6 | 3.0* | 2.4 |
| | (1.1,5.8) | (2.1,3.3) | (1.8,5.5) | (1.9,3.5) | (1.6,5.4) | (1.9,3.1) |
| Number of PCS moves | 1.7 | 2.1 | 2.7 | 0.9 | 2.7 | 1.4 |
| | (1.2,2.2) | (1.3,3.4) | (1.6,4.5) | (0.6,1.4) | (1.9,4.1) | (1.1,1.8) |
| Too many deployments | 3.9* | 4.5 | 1.5* | 3.5 | 2.2 | 3.8 |
| | (2.1,7.4) | (3.6,5.6) | (0.7,2.9) | (2.9,4.3) | (1.4,3.3) | (3.2,4.6) |
| Too few deployments | 0.0 | 1.0 | 0.5* | 1.0 | 0.2* | 1.1 |
| | (N/A,N/A) | (0.7,1.4) | (0.1,2.1) | (0.7,1.5) | (0.0,1.2) | (0.8,1.7) |
| One or more serious (UCMJ) offenses | 0.0 | 0.3* | 0.0 | 0.5* | 0.0 | 0.6* |
| | (N/A,N/A) | (0.1,0.7) | (N/A,N/A) | (0.2,1.0) | (N/A,N/A) | (0.3,1.1) |
| Minor offenses or disciplinary problems | 0.0 | 0.3* | 0.0 | 0.4* | 0.1* | 0.8* |
| | (N/A,N/A) | (0.2,0.6) | (N/A,N/A) | (0.2,0.9) | (0.0,0.4) | (0.4,1.5) |
| Homesickness | 0.0 | 0.8 | 0.9* | 2.8 | 0.6* | 1.6 |
| | (N/A,N/A) | (0.5,1.4) | (0.2,4.5) | (2.2,3.6) | (0.2,2.3) | (1.2,2.2) |

\* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82c.3 (continued)**
*Importance of Reasons for Leaving Active Duty--3rd Most Important Reason:  By Retirement/Separation*

82c.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  3rd Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 515 | 2,312 | 592 | 4,093 | 721 | 3,694 |
| Responding on Item | 3,372 | 15,658 | 3,954 | 19,540 | 5,715 | 26,497 |
| Lack of motivation, boredom | 1.3* | 4.7 | 2.2* | 5.3 | 3.0* | 5.0 |
| | (0.5,3.2) | (3.6,6.0) | (1.1,4.5) | (4.5,6.2) | (1.6,5.6) | (4.2,6.0) |
| Problems with superior(s) | 1.4* | 4.1 | 2.5* | 3.2 | 1.6* | 3.4 |
| | (0.7,2.9) | (3.2,5.2) | (1.3,4.7) | (2.4,4.4) | (0.7,3.6) | (2.6,4.5) |
| Medical problems | 0.7* | 2.4 | 2.2 | 1.8 | 1.4* | 1.5 |
| | (0.3,1.7) | (1.4,4.0) | (1.5,3.1) | (1.5,2.3) | (0.7,2.7) | (1.2,2.0) |
| Difficulty meeting physical fitness requirements | 1.7 | 0.4 | 1.0* | 0.8 | 1.6* | 0.5 |
| | (1.0,3.0) | (0.2,0.6) | (0.5,2.1) | (0.5,1.2) | (0.7,3.9) | (0.3,0.9) |
| Maintaining weight/body fat standards | 2.7* | 1.9 | 2.5* | 2.2 | 1.7* | 1.8 |
| | (1.2,5.9) | (1.2,3.1) | (1.2,5.0) | (1.7,2.9) | (0.7,3.8) | (1.1,2.8) |
| Inadequate access to the Internet/World Wide Web | 0.9 | 0.5 | 0.4* | 0.8 | 0.4* | 0.7 |
| | (0.7,1.1) | (0.3,0.8) | (0.2,0.9) | (0.5,1.3) | (0.1,1.4) | (0.4,1.0) |
| Other | 0.9* | 1.7 | 1.1* | 1.4 | 1.6* | 1.7 |
| | (0.5,1.9) | (1.1,2.5) | (0.5,2.8) | (1.1,1.9) | (0.8,3.1) | (1.3,2.1) |
| Does not apply | 15.5 | 11.9 | 13.1 | 18.2 | 11.1 | 13.3 |
| | (12.4,19.1) | (10.1,14.1) | (10.3,16.5) | (16.1,20.5) | (9.0,13.5) | (11.5,15.3) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.1**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason:  By Service*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
|---|---|---|---|---|---|---|---|
| | | **Total** | **Army** | **Navy** | **Marine Corps** | **Air Force** | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 12,541 | 12,432 | 6,159 | 2,517 | 1,419 | 2,336 | 109 |
| Responding on Item | 74,337 | 73,560 | 31,203 | 16,915 | 10,019 | 15,424 | 777 |
| Involuntarily retired or separated/not accepted for reenlistment | 0.8 | 0.7 | 1.0 | 0.2* | 0.3* | 0.8* | 11.3 |
| | (0.6,1.1) | (0.5,1.0) | (0.6,1.5) | (0.1,0.6) | (0.2,0.6) | (0.3,1.9) | (11.0,11.6) |
| Near maximum age | 0.2* | 0.2* | 0.2* | 0.2* | 0.2* | 0.1* | 1.4* |
| | (0.1,0.4) | (0.1,0.3) | (0.1,0.5) | (0.0,1.0) | (0.1,0.4) | (0.0,0.5) | (0.2,7.6) |
| Near maximum total time in grade | 0.3 | 0.3 | 0.3 | 0.4* | 0.1* | 0.1* | 0.0 |
| | (0.2,0.4) | (0.2,0.4) | (0.2,0.6) | (0.1,0.9) | (0.0,0.5) | (0.0,0.4) | (N/A,N/A) |
| Overall job satisfaction | 4.7 | 4.7 | 4.3 | 4.8 | 4.4 | 5.4 | 8.5* |
| | (4.2,5.2) | (4.2,5.2) | (3.6,5.0) | (3.8,6.0) | (3.6,5.5) | (4.1,7.0) | (4.2,16.1) |
| Pay and allowances | 5.3 | 5.3 | 4.5 | 5.9 | 6.0 | 5.9 | 8.5* |
| | (4.9,5.9) | (4.8,5.9) | (3.9,5.2) | (4.7,7.3) | (5.0,7.3) | (4.8,7.3) | (4.2,16.1) |
| Failed to be promoted | 1.4 | 1.4 | 1.2 | 2.4* | 1.3 | 0.9* | 0.0 |
| | (1.1,1.9) | (1.1,1.9) | (0.9,1.6) | (1.3,4.3) | (1.0,1.7) | (0.4,2.0) | (N/A,N/A) |
| Promotion/advancement opportunities | 3.2 | 3.2 | 2.8 | 4.0 | 2.7 | 3.5 | 0.0 |
| | (2.8,3.6) | (2.8,3.6) | (2.4,3.3) | (3.4,4.7) | (1.8,4.1) | (2.4,5.1) | (N/A,N/A) |
| Level of fairness in performance evaluation | 4.5 | 4.6 | 5.0 | 4.1 | 3.8 | 4.7 | 0.0 |
| | (4.0,5.1) | (4.0,5.2) | (4.1,6.2) | (3.3,5.0) | (3.1,4.7) | (3.6,6.3) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.1 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason: By Service*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 12,541 | 12,432 | 6,159 | 2,517 | 1,419 | 2,336 | 109 |
| Responding on Item | 74,337 | 73,560 | 31,203 | 16,915 | 10,019 | 15,424 | 777 |
| Not getting desirable or appropriate assignments | 2.9 | 2.9 | 2.5 | 2.9 | 3.1 | 3.5 | 2.8* |
| | (2.6,3.2) | (2.6,3.2) | (2.2,2.8) | (2.2,3.8) | (2.3,4.1) | (2.9,4.3) | (0.5,15.0) |
| Not assigned to jobs offering technical/professional development | 2.0 | 2.0 | 1.9 | 1.8 | 2.1 | 2.3 | 1.4* |
| | (1.7,2.3) | (1.7,2.3) | (1.6,2.2) | (1.2,2.8) | (1.5,2.9) | (1.5,3.5) | (0.2,7.6) |
| Lack of training opportunities | 2.1 | 2.1 | 2.2 | 1.6 | 2.6 | 2.0 | 2.8* |
| | (1.7,2.5) | (1.7,2.5) | (1.6,3.0) | (1.2,2.2) | (1.9,3.5) | (1.3,3.1) | (0.5,14.5) |
| Continue my education | 4.2 | 4.2 | 4.1 | 4.0 | 5.5 | 3.8 | 2.8* |
| | (3.9,4.5) | (3.9,4.5) | (3.7,4.5) | (3.2,5.0) | (4.6,6.6) | (3.3,4.3) | (0.5,14.5) |
| Desire to get out while jobs are easy to get | 3.7 | 3.7 | 2.7 | 4.3 | 3.6 | 5.2 | 5.6* |
| | (3.3,4.2) | (3.3,4.2) | (2.3,3.1) | (3.5,5.3) | (2.9,4.4) | (3.9,6.8) | (2.2,13.7) |
| Desire to start second career before becoming too old | 5.6 | 5.6 | 4.8 | 6.2 | 4.6 | 7.2 | 8.5 |
| | (5.1,6.2) | (5.0,6.2) | (4.0,5.6) | (5.1,7.5) | (3.7,5.7) | (5.8,8.8) | (8.2,8.7) |
| Desire to start second career before having to pay for childrens' education | 2.4 | 2.4 | 2.3 | 2.3 | 2.6 | 2.7 | 4.2* |
| | (2.1,2.8) | (2.1,2.8) | (1.9,2.7) | (1.5,3.4) | (2.0,3.4) | (1.9,4.0) | (2.1,8.2) |
| Desire to settle in a particular location | 5.6 | 5.6 | 4.5 | 5.7 | 6.9 | 6.9 | 2.8* |
| | (5.2,6.1) | (5.2,6.1) | (4.1,5.1) | (4.8,6.9) | (6.0,8.0) | (5.8,8.3) | (0.5,14.5) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.1 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason:  By Service*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 12,541 | 12,432 | 6,159 | 2,517 | 1,419 | 2,336 | 109 |
| Responding on Item | 74,337 | 73,560 | 31,203 | 16,915 | 10,019 | 15,424 | 777 |
| Family problems at home | 0.6 | 0.6 | 0.5 | 0.8* | 0.7 | 0.5* | 0.0 |
| | (0.4,0.8) | (0.4,0.8) | (0.4,0.6) | (0.4,1.8) | (0.4,1.1) | (0.3,1.0) | (N/A,N/A) |
| Family wanted me to separate/retire | 2.5 | 2.5 | 2.2 | 3.1 | 1.9 | 2.5 | 2.8* |
| | (2.1,2.8) | (2.1,2.8) | (1.7,2.9) | (2.4,4.1) | (1.5,2.4) | (1.9,3.3) | (0.5,15.0) |
| Number of PCS moves | 1.8 | 1.8 | 1.3 | 1.9 | 0.9 | 3.1 | 2.8* |
| | (1.5,2.1) | (1.4,2.1) | (1.0,1.6) | (1.4,2.7) | (0.5,1.6) | (2.1,4.6) | (0.5,15.0) |
| Too many deployments | 3.3 | 3.3 | 3.0 | 5.1 | 1.7 | 2.8 | 4.2* |
| | (2.9,3.8) | (2.8,3.8) | (2.4,3.7) | (3.9,6.7) | (1.3,2.3) | (2.1,3.7) | (2.3,7.8) |
| Too few deployments | 0.8 | 0.8 | 1.1 | 0.2* | 1.4 | 0.5* | 0.0 |
| | (0.6,1.1) | (0.6,1.1) | (0.7,1.6) | (0.1,0.5) | (0.9,2.1) | (0.2,1.6) | (N/A,N/A) |
| One or more serious (UCMJ) offenses | 0.4* | 0.4* | 0.4* | 0.7* | 0.3 | 0.1* | 0.0 |
| | (0.2,0.8) | (0.2,0.8) | (0.2,0.7) | (0.2,2.8) | (0.2,0.5) | (0.0,0.5) | (N/A,N/A) |
| Minor offenses or disciplinary problems | 0.5 | 0.5 | 0.5* | 0.7* | 0.2* | 0.3* | 0.0 |
| | (0.3,0.8) | (0.2,0.8) | (0.2,1.2) | (0.3,1.5) | (0.1,0.5) | (0.1,1.1) | (N/A,N/A) |
| Homesickness | 1.3 | 1.3 | 1.5 | 1.0 | 1.4 | 1.0 | 0.0 |
| | (1.1,1.5) | (1.1,1.5) | (1.3,1.7) | (0.8,1.3) | (0.8,2.4) | (0.6,1.8) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.1 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason:  By Service*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 12,541 | 12,432 | 6,159 | 2,517 | 1,419 | 2,336 | 109 |
| Responding on Item | 74,337 | 73,560 | 31,203 | 16,915 | 10,019 | 15,424 | 777 |
| Lack of motivation, boredom | 4.6 | 4.6 | 4.9 | 4.1 | 5.7 | 4.0 | 4.2* |
| | (4.2,5.2) | (4.2,5.2) | (4.0,6.0) | (3.5,4.9) | (4.8,6.7) | (3.1,5.1) | (0.7,20.9) |
| Problems with superior(s) | 3.0 | 2.9 | 3.0 | 2.9 | 3.4 | 2.6 | 4.2* |
| | (2.7,3.2) | (2.7,3.2) | (2.7,3.2) | (2.3,3.7) | (2.7,4.2) | (2.0,3.4) | (2.1,8.2) |
| Medical problems | 1.7 | 1.7 | 2.8 | 0.6 | 1.6 | 0.9 | 1.4* |
| | (1.4,2.1) | (1.4,2.1) | (2.1,3.7) | (0.4,1.0) | (1.2,2.3) | (0.6,1.3) | (0.2,7.6) |
| Difficulty meeting physical fitness requirements | 0.7 | 0.7 | 0.8 | 0.8* | 0.7 | 0.5* | 0.0 |
| | (0.5,0.9) | (0.5,0.9) | (0.6,1.1) | (0.4,1.5) | (0.4,1.0) | (0.2,1.1) | (N/A,N/A) |
| Maintaining weight/body fat standards | 1.0 | 1.0 | 0.8 | 0.8* | 2.1 | 1.1 | 1.4* |
| | (0.8,1.3) | (0.8,1.3) | (0.7,0.9) | (0.4,1.4) | (1.4,3.1) | (0.7,1.9) | (0.2,7.9) |
| Inadequate access to the Internet/World Wide Web | 0.7 | 0.7 | 0.8* | 0.7 | 0.8 | 0.3* | 1.4* |
| | (0.5,1.0) | (0.5,1.0) | (0.4,1.6) | (0.4,1.3) | (0.6,1.1) | (0.1,0.7) | (0.2,7.9) |
| Other | 1.5 | 1.5 | 1.8 | 1.3 | 1.5 | 1.1 | 2.8 |
| | (1.3,1.8) | (1.2,1.8) | (1.3,2.3) | (0.9,1.9) | (1.1,1.9) | (0.7,1.6) | (2.7,2.9) |
| Does not apply | 26.8 | 27.0 | 30.5 | 24.2 | 25.9 | 23.6 | 14.1 |
| | (25.7,27.9) | (25.9,28.1) | (28.9,32.1) | (21.7,26.9) | (24.1,27.8) | (21.0,26.3) | (13.7,14.5) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.2**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason:  By Paygrade and Gender*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.   4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | | Gender | |
|---|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | | |
| | **E1 to E4** | **E5 to E9** | **W1 to W2/ O1 to O3** | **W3 to W5/ O4 and above** | | **Male** | **Female** |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 7,783 | 3,659 | 452 | 621 | | 10,789 | 1,693 |
| Responding on Item | 38,871 | 25,370 | 5,266 | 4,806 | | 63,192 | 11,052 |
| Involuntarily retired or separated/not accepted for reenlistment | 0.9 | 0.6 | 0.2* | 1.2* | | 0.7 | 1.2* |
| | *(0.6,1.4)* | *(0.4,0.9)* | *(0.1,0.6)* | *(0.7,2.2)* | | *(0.5,1.0)* | *(0.7,2.2)* |
| Near maximum age | 0.2* | 0.2* | 0.0 | 0.3* | | 0.2* | 0.1* |
| | *(0.1,0.4)* | *(0.1,0.7)* | *(N/A,N/A)* | *(0.1,1.2)* | | *(0.1,0.4)* | *(0.0,0.5)* |
| Near maximum total time in grade | 0.2* | 0.2* | 0.2* | 0.7* | | 0.3 | 0.1* |
| | *(0.1,0.5)* | *(0.1,0.5)* | *(0.1,0.5)* | *(0.2,2.4)* | | *(0.2,0.5)* | *(0.0,0.3)* |
| Overall job satisfaction | 4.5 | 4.6 | 6.7 | 4.6 | | 4.4 | 6.1 |
| | *(3.9,5.2)* | *(3.7,5.7)* | *(5.5,8.2)* | *(2.7,7.8)* | | *(3.9,5.0)* | *(5.1,7.3)* |
| Pay and allowances | 4.6 | 6.0 | 6.9 | 5.8 | | 5.4 | 4.9 |
| | *(4.1,5.3)* | *(5.1,7.1)* | *(5.3,9.0)* | *(3.9,8.6)* | | *(4.9,6.0)* | *(4.0,6.1)* |
| Failed to be promoted | 1.4 | 1.7 | 0.4* | 1.5 | | 1.3 | 1.8 |
| | *(1.0,1.8)* | *(1.0,2.8)* | *(0.2,1.0)* | *(1.0,2.2)* | | *(1.0,1.8)* | *(1.0,3.2)* |
| Promotion/advancement opportunities | 2.6 | 3.8 | 3.0 | 4.9 | | 3.3 | 2.3 |
| | *(2.2,3.1)* | *(3.1,4.6)* | *(2.1,4.3)* | *(3.2,7.3)* | | *(2.9,3.8)* | *(1.6,3.3)* |
| Level of fairness in performance evaluation | 4.7 | 4.5 | 4.8 | 3.0 | | 4.7 | 3.7 |
| | *(3.9,5.6)* | *(3.7,5.6)* | *(3.8,6.0)* | *(1.9,4.8)* | | *(4.1,5.3)* | *(2.8,4.9)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.2 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason: By Paygrade and Gender*

82d. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 4th Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,783 | 3,659 | 452 | 621 | 10,789 | 1,693 |
| Responding on Item | 38,871 | 25,370 | 5,266 | 4,806 | 63,192 | 11,052 |
| Not getting desirable or appropriate assignments | 2.9 (2.5,3.3) | 2.7 (2.3,3.2) | 3.8 (2.7,5.3) | 2.9 (2.2,4.0) | 2.7 (2.4,3.1) | 3.8 (3.0,4.9) |
| Not assigned to jobs offering technical/professional development | 1.9 (1.6,2.4) | 2.0 (1.4,2.7) | 2.5 (1.8,3.6) | 1.9* (1.0,3.3) | 2.1 (1.8,2.5) | 1.2 (0.8,1.9) |
| Lack of training opportunities | 2.2 (1.6,2.9) | 2.0 (1.6,2.5) | 2.8 (1.9,4.2) | 1.0 (0.6,1.6) | 2.0 (1.7,2.5) | 2.4 (1.6,3.6) |
| Continue my education | 4.5 (4.1,4.9) | 4.4 (3.8,5.0) | 4.0 (2.8,5.5) | 1.1* (0.6,2.1) | 4.1 (3.8,4.4) | 4.6 (3.7,5.6) |
| Desire to get out while jobs are easy to get | 2.4 (2.1,2.8) | 4.9 (4.0,6.0) | 5.3 (3.8,7.3) | 6.3 (4.9,8.2) | 3.9 (3.4,4.3) | 3.1 (2.1,4.5) |
| Desire to start second career before becoming too old | 3.4 (2.8,4.1) | 7.7 (6.8,8.8) | 7.6 (6.0,9.6) | 10.1 (6.8,14.7) | 5.9 (5.4,6.6) | 3.6 (2.7,5.0) |
| Desire to start second career before having to pay for childrens' education | 1.8 (1.5,2.3) | 2.9 (2.3,3.7) | 2.1 (1.4,3.2) | 4.8* (2.6,8.6) | 2.5 (2.1,3.0) | 1.9 (1.3,2.8) |
| Desire to settle in a particular location | 4.7 (4.2,5.3) | 6.6 (6.1,7.3) | 7.9 (6.2,9.9) | 5.1 (2.9,8.6) | 5.8 (5.3,6.3) | 4.8 (3.8,6.0) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.2 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason: By Paygrade and Gender*

82d. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 4th Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,783 | 3,659 | 452 | 621 | 10,789 | 1,693 |
| Responding on Item | 38,871 | 25,370 | 5,266 | 4,806 | 63,192 | 11,052 |
| Family problems at home | 0.7 | 0.5 | 0.4* | 0.3* | 0.6 | 0.6* |
| | (0.4,1.1) | (0.4,0.8) | (0.2,0.9) | (0.1,0.9) | (0.4,0.8) | (0.3,1.3) |
| Family wanted me to separate/retire | 2.2 | 2.3 | 3.3 | 4.4 | 2.5 | 2.3 |
| | (1.8,2.8) | (1.8,2.9) | (2.3,4.7) | (3.0,6.2) | (2.2,2.9) | (1.6,3.2) |
| Number of PCS moves | 1.0 | 1.9 | 3.9 | 5.0 | 1.8 | 1.3 |
| | (0.6,1.6) | (1.5,2.3) | (2.3,6.6) | (3.3,7.7) | (1.5,2.3) | (1.0,1.8) |
| Too many deployments | 2.5 | 4.2 | 4.7 | 3.6 | 3.5 | 1.8 |
| | (2.0,3.1) | (3.4,5.1) | (3.6,6.0) | (2.4,5.4) | (3.1,4.1) | (1.2,2.6) |
| Too few deployments | 1.2 | 0.5 | 0.4* | 0.0 | 0.9 | 0.4 |
| | (0.8,1.7) | (0.3,0.7) | (0.1,1.1) | (N/A,N/A) | (0.6,1.2) | (0.2,0.7) |
| One or more serious (UCMJ) offenses | 0.7* | 0.2* | 0.1* | 0.0 | 0.4* | 0.2* |
| | (0.3,1.4) | (0.1,0.3) | (0.0,0.4) | (N/A,N/A) | (0.2,0.9) | (0.0,1.0) |
| Minor offenses or disciplinary problems | 0.9 | 0.0* | 0.1* | 0.0 | 0.5 | 0.4* |
| | (0.5,1.5) | (0.0,0.1) | (0.0,0.4) | (N/A,N/A) | (0.3,0.9) | (0.1,1.1) |
| Homesickness | 1.8 | 0.8 | 0.4* | 0.2* | 1.3 | 1.2 |
| | (1.6,2.1) | (0.5,1.1) | (0.2,1.2) | (0.1,1.0) | (1.1,1.5) | (0.8,1.8) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.2 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason: By Paygrade and Gender*

82d. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 4th Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 7,783 | 3,659 | 452 | 621 | 10,789 | 1,693 |
| Responding on Item | 38,871 | 25,370 | 5,266 | 4,806 | 63,192 | 11,052 |
| Lack of motivation, boredom | 5.6 | 3.8 | 4.0 | 2.2* | 4.5 | 5.6 |
| | (4.8,6.5) | (3.2,4.5) | (3.2,4.9) | (1.2,4.0) | (3.9,5.1) | (4.6,6.8) |
| Problems with superior(s) | 3.5 | 2.7 | 2.5 | 0.6* | 2.8 | 3.6 |
| | (3.1,3.8) | (2.2,3.4) | (1.5,3.9) | (0.3,1.3) | (2.6,3.1) | (2.8,4.8) |
| Medical problems | 2.2 | 1.5 | 0.6* | 0.8 | 1.6 | 2.3 |
| | (1.6,2.9) | (1.2,1.8) | (0.3,1.2) | (0.6,1.0) | (1.3,2.1) | (1.7,3.0) |
| Difficulty meeting physical fitness requirements | 0.7 | 0.7 | 0.2* | 0.7* | 0.6 | 1.1* |
| | (0.5,1.0) | (0.5,1.1) | (0.1,0.5) | (0.2,2.3) | (0.5,0.8) | (0.6,1.9) |
| Maintaining weight/body fat standards | 1.2 | 0.8 | 0.4 | 1.4* | 0.9 | 2.0 |
| | (1.0,1.6) | (0.6,1.1) | (0.4,0.4) | (0.7,2.8) | (0.7,1.1) | (1.4,3.0) |
| Inadequate access to the Internet/World Wide Web | 0.8 | 0.5 | 0.3* | 0.9* | 0.8 | 0.2* |
| | (0.5,1.4) | (0.3,0.8) | (0.1,0.9) | (0.3,2.5) | (0.5,1.1) | (0.1,0.5) |
| Other | 1.8 | 1.1 | 1.3* | 1.1* | 1.6 | 0.8 |
| | (1.4,2.3) | (0.9,1.4) | (0.6,2.6) | (0.4,2.7) | (1.4,1.9) | (0.4,1.3) |
| Does not apply | 30.3 | 23.6 | 19.3 | 23.8 | 26.2 | 30.5 |
| | (28.6,32.2) | (22.2,25.1) | (16.8,22.1) | (21.3,26.5) | (25.1,27.3) | (27.8,33.3) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.3**

*Importance of Reasons for Leaving Active Duty--4th Most Important Reason:  By Retirement/Separation*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 541 | 2,281 | 641 | 4,221 | 812 | 3,975 |
| Responding on Item | 3,346 | 15,689 | 3,905 | 19,412 | 5,624 | 26,216 |
| Involuntarily retired or separated/not accepted for reenlistment | 1.3* | 1.2 | 1.2* | 0.8 | 0.2* | 0.5 |
| | (0.4,4.4) | (0.7,2.1) | (0.5,3.3) | (0.5,1.2) | (0.0,1.0) | (0.3,0.9) |
| Near maximum age | 0.0 | 0.0 | 1.0* | 0.3* | 0.5* | 0.0* |
| | (N/A,N/A) | (N/A,N/A) | (0.2,4.2) | (0.1,0.8) | (0.1,1.5) | (0.0,0.1) |
| Near maximum total time in grade | 0.3* | 0.2* | 0.8* | 0.1* | 0.4* | 0.3* |
| | (0.1,0.7) | (0.1,0.5) | (0.2,2.9) | (0.0,0.2) | (0.2,1.0) | (0.1,0.7) |
| Overall job satisfaction | 4.9 | 4.2 | 4.2 | 5.0 | 5.0* | 4.8 |
| | (3.0,8.0) | (3.4,5.1) | (2.4,7.2) | (4.2,5.8) | (2.7,9.0) | (4.1,5.6) |
| Pay and allowances | 7.1 | 5.9 | 4.2* | 4.6 | 5.2 | 5.6 |
| | (4.9,10.1) | (4.9,7.1) | (2.2,7.9) | (4.0,5.4) | (3.5,7.7) | (4.8,6.4) |
| Failed to be promoted | 2.4* | 1.5 | 1.0* | 0.7 | 2.9* | 1.5 |
| | (1.2,4.8) | (0.9,2.5) | (0.2,4.5) | (0.4,1.1) | (1.4,6.1) | (1.1,2.1) |
| Promotion/advancement opportunities | 4.2 | 3.0 | 8.0 | 2.8 | 3.5 | 2.7 |
| | (2.4,7.1) | (2.3,4.0) | (5.2,12.2) | (2.3,3.5) | (2.2,5.4) | (2.1,3.4) |
| Level of fairness in performance evaluation | 4.2* | 6.1 | 4.8 | 3.3 | 4.4 | 4.5 |
| | (2.1,8.2) | (5.2,7.3) | (2.9,7.9) | (2.4,4.4) | (2.6,7.4) | (3.8,5.3) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.3 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason:  By Retirement/Separation*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.   4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 541 | 2,281 | 641 | 4,221 | 812 | 3,975 |
| Responding on Item | 3,346 | 15,689 | 3,905 | 19,412 | 5,624 | 26,216 |
| Not getting desirable or appropriate assignments | 3.5 | 4.0 | 1.0* | 2.8 | 3.0 | 2.5 |
| | (2.3,5.1) | (3.3,4.9) | (0.4,2.3) | (2.3,3.3) | (2.1,4.2) | (1.9,3.1) |
| Not assigned to jobs offering technical/professional development | 1.6* | 1.9 | 1.0* | 1.8 | 2.1* | 2.3 |
| | (0.5,5.0) | (1.4,2.6) | (0.4,2.1) | (1.3,2.4) | (0.9,5.1) | (1.8,3.0) |
| Lack of training opportunities | 0.3* | 2.9 | 1.6* | 1.6 | 0.6* | 2.6 |
| | (0.1,0.8) | (2.1,3.9) | (0.5,4.5) | (1.2,2.1) | (0.3,1.5) | (1.8,3.6) |
| Continue my education | 1.6* | 4.7 | 1.7* | 4.2 | 1.5* | 5.1 |
| | (0.7,3.8) | (4.0,5.6) | (0.7,3.8) | (3.5,5.2) | (0.7,3.2) | (4.4,5.8) |
| Desire to get out while jobs are easy to get | 5.4 | 3.7 | 5.9 | 3.2 | 5.3 | 3.3 |
| | (3.5,8.2) | (3.0,4.6) | (3.3,10.3) | (2.6,3.9) | (3.2,8.6) | (2.7,4.1) |
| Desire to start second career before becoming too old | 10.3 | 5.3 | 9.1 | 4.3 | 7.9 | 5.1 |
| | (7.3,14.3) | (4.4,6.4) | (6.1,13.4) | (3.6,5.2) | (5.7,10.9) | (4.3,6.1) |
| Desire to start second career before having to pay for childrens' education | 4.0* | 2.2 | 3.7* | 2.1 | 3.0 | 2.2 |
| | (2.1,7.5) | (1.6,3.1) | (1.8,7.6) | (1.7,2.6) | (2.1,4.3) | (1.7,2.9) |
| Desire to settle in a particular location | 4.4 | 5.6 | 5.2 | 5.4 | 6.8 | 5.8 |
| | (2.6,7.3) | (4.5,6.9) | (3.9,6.9) | (4.5,6.4) | (5.1,8.9) | (5.1,6.7) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.3 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason:  By Retirement/Separation*

82d.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.   4th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 541 | 2,281 | 641 | 4,221 | 812 | 3,975 |
| Responding on Item | 3,346 | 15,689 | 3,905 | 19,412 | 5,624 | 26,216 |
| Family problems at home | 0.6* | 1.0* | 0.2* | 0.5 | 0.1* | 0.6 |
| | (0.2,2.0) | (0.6,1.9) | (0.1,0.4) | (0.3,0.7) | (0.0,0.3) | (0.4,0.9) |
| Family wanted me to separate/retire | 1.9* | 2.3 | 4.2 | 2.2 | 4.2 | 2.2 |
| | (0.8,4.5) | (1.6,3.1) | (2.3,7.3) | (1.8,2.7) | (2.9,5.9) | (1.7,3.0) |
| Number of PCS moves | 1.5 | 1.7* | 4.5 | 1.1 | 3.9 | 1.5 |
| | (0.8,2.6) | (0.8,3.2) | (2.7,7.5) | (0.7,1.6) | (2.6,5.9) | (1.2,2.0) |
| Too many deployments | 2.3 | 3.1 | 2.8* | 3.0 | 4.0 | 3.6 |
| | (1.3,4.1) | (2.5,4.0) | (1.5,5.4) | (2.2,4.1) | (2.2,7.1) | (3.0,4.4) |
| Too few deployments | 0.1* | 0.9 | 0.1* | 0.6 | 0.1* | 1.2 |
| | (0.0,0.3) | (0.6,1.3) | (0.0,0.6) | (0.4,0.9) | (0.0,0.4) | (0.8,1.9) |
| One or more serious (UCMJ) offenses | 0.1* | 0.4* | 0.0 | 0.5* | 0.0 | 0.5* |
| | (0.0,0.7) | (0.2,0.8) | (N/A,N/A) | (0.2,1.3) | (N/A,N/A) | (0.2,1.1) |
| Minor offenses or disciplinary problems | 0.0 | 0.4* | 0.0 | 0.9* | 0.0* | 0.5* |
| | (N/A,N/A) | (0.2,0.8) | (N/A,N/A) | (0.4,2.1) | (0.0,0.3) | (0.2,1.0) |
| Homesickness | 0.1* | 0.9* | 0.1* | 1.8 | 0.0* | 1.7 |
| | (0.0,0.6) | (0.4,1.9) | (0.0,0.3) | (1.4,2.3) | (0.0,0.2) | (1.2,2.4) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82d.3 (continued)**
*Importance of Reasons for Leaving Active Duty--4th Most Important Reason: By Retirement/Separation*

82d. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 4th Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 541 | 2,281 | 641 | 4,221 | 812 | 3,975 |
| Responding on Item | 3,346 | 15,689 | 3,905 | 19,412 | 5,624 | 26,216 |
| Lack of motivation, boredom | 1.3* | 4.3 | 3.7 | 5.8 | 2.5 | 5.0 |
| | (0.6,2.7) | (3.4,5.3) | (2.2,6.3) | (4.6,7.1) | (1.6,4.0) | (4.5,5.7) |
| Problems with superior(s) | 0.3* | 3.5 | 2.6* | 3.3 | 2.1* | 2.9 |
| | (0.1,0.5) | (2.8,4.4) | (1.4,4.9) | (2.9,3.8) | (1.0,4.1) | (2.4,3.6) |
| Medical problems | 1.8 | 2.0 | 1.5* | 1.9 | 0.8* | 1.7 |
| | (1.3,2.5) | (1.5,2.7) | (0.8,2.8) | (1.1,3.2) | (0.4,1.6) | (1.1,2.7) |
| Difficulty meeting physical fitness requirements | 0.5* | 0.5* | 1.4* | 0.7 | 1.2* | 0.6 |
| | (0.2,1.1) | (0.3,1.0) | (0.7,2.7) | (0.4,1.1) | (0.5,3.0) | (0.4,0.9) |
| Maintaining weight/body fat standards | 0.6* | 1.2 | 1.9* | 1.1 | 0.6* | 0.9 |
| | (0.2,2.1) | (0.8,1.6) | (0.9,4.1) | (0.7,1.8) | (0.3,1.5) | (0.6,1.5) |
| Inadequate access to the Internet/World Wide Web | 0.3* | 0.9* | 0.5* | 0.8 | 0.7* | 0.6 |
| | (0.1,0.8) | (0.5,1.6) | (0.2,1.7) | (0.5,1.2) | (0.2,2.2) | (0.4,0.9) |
| Other | 2.6* | 1.6 | 0.8* | 1.7 | 1.2* | 1.3 |
| | (1.3,5.0) | (1.0,2.6) | (0.3,2.4) | (1.4,2.2) | (0.5,2.7) | (0.9,1.9) |
| Does not apply | 30.7 | 22.8 | 21.2 | 31.3 | 26.5 | 26.2 |
| | (27.2,34.5) | (20.7,25.1) | (18.8,23.9) | (29.6,33.1) | (22.8,30.5) | (24.1,28.5) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.1**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason: By Service*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 13,414 | 13,305 | 6,502 | 2,651 | 1,599 | 2,554 | 109 |
| Responding on Item | 73,464 | 72,687 | 30,860 | 16,781 | 9,839 | 15,206 | 777 |
| Involuntarily retired or separated/not accepted for reenlistment | 1.0 | 0.9 | 1.2 | 0.8* | 0.4* | 0.8* | 11.3 |
| | (0.8,1.4) | (0.7,1.3) | (1.0,1.6) | (0.2,2.8) | (0.2,0.8) | (0.4,1.7) | (6.6,18.5) |
| Near maximum age | 0.1 | 0.1 | 0.1* | 0.1* | 0.3* | 0.1* | 0.0 |
| | (0.1,0.2) | (0.1,0.2) | (0.1,0.2) | (0.0,0.3) | (0.1,0.6) | (0.0,0.4) | (N/A,N/A) |
| Near maximum total time in grade | 0.4 | 0.3 | 0.4* | 0.4* | 0.2* | 0.2 | 1.4* |
| | (0.2,0.6) | (0.2,0.6) | (0.2,1.0) | (0.2,0.7) | (0.1,0.5) | (0.1,0.4) | (0.2,7.6) |
| Overall job satisfaction | 4.8 | 4.8 | 3.9 | 5.0 | 5.2 | 6.2 | 1.4* |
| | (4.4,5.2) | (4.4,5.2) | (3.5,4.4) | (4.3,5.8) | (4.3,6.2) | (5.1,7.6) | (0.2,7.6) |
| Pay and allowances | 4.9 | 4.9 | 4.5 | 5.3 | 5.1 | 5.0 | 7.0 |
| | (4.5,5.4) | (4.4,5.4) | (4.0,5.1) | (4.3,6.5) | (4.0,6.4) | (3.8,6.5) | (4.9,10.1) |
| Failed to be promoted | 1.4 | 1.4 | 1.6 | 1.3* | 1.2 | 1.5 | 1.4* |
| | (1.1,1.8) | (1.1,1.8) | (1.1,2.2) | (0.7,2.5) | (0.9,1.6) | (0.9,2.4) | (0.2,7.6) |
| Promotion/advancement opportunities | 2.9 | 2.9 | 2.3 | 3.7 | 1.7 | 4.0 | 0.0 |
| | (2.5,3.3) | (2.5,3.3) | (1.9,2.7) | (2.7,5.1) | (1.1,2.5) | (3.3,4.7) | (N/A,N/A) |
| Level of fairness in performance evaluation | 3.3 | 3.2 | 3.3 | 3.3 | 3.3 | 2.9 | 7.0 |
| | (2.7,4.0) | (2.6,3.9) | (2.2,4.9) | (2.5,4.4) | (2.7,4.1) | (2.2,3.9) | (4.6,10.6) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.1 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason: By Service*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | | Coast Guard |
| | | Total | Army | Navy | Marine Corps | Air Force | |
|---|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 13,414 | 13,305 | 6,502 | 2,651 | 1,599 | 2,554 | 109 |
| Responding on Item | 73,464 | 72,687 | 30,860 | 16,781 | 9,839 | 15,206 | 777 |
| Not getting desirable or appropriate assignments | 2.5 | 2.4 | 2.3 | 2.1 | 2.6 | 3.0 | 4.2* |
| | (2.1,2.8) | (2.1,2.8) | (1.8,2.9) | (1.6,2.9) | (1.9,3.5) | (2.3,4.1) | (2.1,8.2) |
| Not assigned to jobs offering technical/professional development | 1.7 | 1.7 | 1.3 | 1.9 | 2.0 | 1.9 | 0.0 |
| | (1.4,1.9) | (1.4,2.0) | (1.1,1.6) | (1.3,2.8) | (1.5,2.7) | (1.5,2.6) | (N/A,N/A) |
| Lack of training opportunities | 1.5 | 1.5 | 1.6 | 1.2 | 1.4 | 1.9 | 1.4* |
| | (1.3,1.7) | (1.3,1.7) | (1.3,1.9) | (0.8,1.8) | (1.1,1.8) | (1.4,2.5) | (0.2,7.9) |
| Continue my education | 3.5 | 3.5 | 3.5 | 4.0 | 3.7 | 2.9 | 7.0* |
| | (3.1,4.1) | (3.1,4.0) | (3.0,4.1) | (2.9,5.4) | (2.9,4.8) | (1.9,4.4) | (2.2,20.5) |
| Desire to get out while jobs are easy to get | 3.6 | 3.6 | 3.3 | 3.4 | 3.1 | 4.6 | 7.0 |
| | (3.3,4.0) | (3.2,4.0) | (3.0,3.7) | (2.6,4.4) | (2.4,4.0) | (3.7,5.8) | (4.9,10.1) |
| Desire to start second career before becoming too old | 4.2 | 4.2 | 3.0 | 5.0 | 4.3 | 5.5 | 5.6* |
| | (3.9,4.6) | (3.8,4.5) | (2.6,3.6) | (4.4,5.7) | (3.4,5.5) | (4.6,6.4) | (2.1,14.3) |
| Desire to start second career before having to pay for childrens' education | 2.3 | 2.2 | 2.0 | 2.5 | 2.4 | 2.3 | 2.8 |
| | (1.9,2.7) | (1.9,2.7) | (1.5,2.7) | (1.8,3.5) | (1.9,3.1) | (1.6,3.3) | (2.7,2.9) |
| Desire to settle in a particular location | 4.7 | 4.7 | 4.1 | 5.1 | 4.6 | 5.5 | 4.2* |
| | (4.2,5.2) | (4.2,5.2) | (3.4,4.9) | (4.3,6.0) | (3.5,6.0) | (4.3,7.1) | (2.3,7.8) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.1 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason: By Service*

82e. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 5th Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 13,414 | 13,305 | 6,502 | 2,651 | 1,599 | 2,554 | 109 |
| Responding on Item | 73,464 | 72,687 | 30,860 | 16,781 | 9,839 | 15,206 | 777 |
| Family problems at home | 0.7 | 0.7 | 0.7 | 0.6* | 0.8 | 0.7 | 1.4* |
| | (0.5,0.9) | (0.5,0.9) | (0.5,1.0) | (0.3,1.0) | (0.5,1.3) | (0.5,1.2) | (0.2,7.9) |
| Family wanted me to separate/retire | 2.0 | 2.0 | 1.9 | 2.5 | 1.8 | 1.7 | 4.2* |
| | (1.7,2.3) | (1.7,2.3) | (1.5,2.4) | (2.0,3.1) | (1.1,2.8) | (1.0,2.8) | (0.7,20.9) |
| Number of PCS moves | 1.2 | 1.2 | 1.2 | 1.0* | 0.7* | 1.6 | 2.8 |
| | (1.0,1.5) | (1.0,1.5) | (1.0,1.4) | (0.5,2.0) | (0.4,1.5) | (1.2,2.3) | (2.7,2.9) |
| Too many deployments | 2.2 | 2.3 | 1.8 | 3.4 | 1.6 | 2.2 | 1.4* |
| | (2.0,2.6) | (2.0,2.6) | (1.5,2.2) | (2.7,4.3) | (1.2,2.3) | (1.5,3.2) | (0.2,7.9) |
| Too few deployments | 0.8 | 0.8 | 0.7 | 0.6* | 1.7 | 0.6* | 0.0 |
| | (0.6,1.0) | (0.6,1.0) | (0.5,1.0) | (0.3,1.1) | (1.4,2.0) | (0.3,1.1) | (N/A,N/A) |
| One or more serious (UCMJ) offenses | 0.5* | 0.5* | 0.8* | 0.2* | 0.5 | 0.1* | 0.0 |
| | (0.2,1.1) | (0.2,1.1) | (0.3,2.4) | (0.1,0.7) | (0.3,0.8) | (0.0,0.3) | (N/A,N/A) |
| Minor offenses or disciplinary problems | 0.3* | 0.3* | 0.3* | 0.2* | 0.4* | 0.3* | 0.0 |
| | (0.2,0.5) | (0.2,0.5) | (0.1,0.9) | (0.1,0.6) | (0.2,0.9) | (0.1,0.9) | (N/A,N/A) |
| Homesickness | 1.3 | 1.3 | 1.2 | 1.6 | 1.7 | 0.8* | 0.0 |
| | (1.0,1.6) | (1.1,1.6) | (0.9,1.7) | (1.1,2.5) | (1.2,2.3) | (0.4,1.4) | (N/A,N/A) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.1 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason:  By Service*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Total | DoD | | | | | Coast Guard |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | Total | Army | Navy | Marine Corps | Air Force | |
| **Estimated Population** | | | | | | | |
| Not Applicable | | | | | | | |
| Not Responding on Item | 13,414 | 13,305 | 6,502 | 2,651 | 1,599 | 2,554 | 109 |
| Responding on Item | 73,464 | 72,687 | 30,860 | 16,781 | 9,839 | 15,206 | 777 |
| Lack of motivation, boredom | 4.7 | 4.7 | 4.5 | 4.7 | 5.4 | 4.5 | 2.8 |
| | *(4.2,5.2)* | *(4.2,5.2)* | *(3.9,5.3)* | *(3.7,6.0)* | *(4.9,6.1)* | *(3.2,6.2)* | *(2.7,2.9)* |
| Problems with superior(s) | 3.1 | 3.1 | 3.2 | 3.0 | 4.0 | 2.5 | 0.0 |
| | *(2.7,3.5)* | *(2.7,3.6)* | *(2.6,3.9)* | *(2.2,4.1)* | *(3.1,5.2)* | *(1.8,3.5)* | *(N/A,N/A)* |
| Medical problems | 1.5 | 1.5 | 2.0 | 0.7 | 1.9 | 0.9* | 1.4* |
| | *(1.3,1.7)* | *(1.3,1.7)* | *(1.7,2.4)* | *(0.4,1.1)* | *(1.4,2.5)* | *(0.4,2.0)* | *(0.2,7.6)* |
| Difficulty meeting physical fitness requirements | 0.7 | 0.8 | 0.9 | 0.6* | 1.1* | 0.4* | 0.0 |
| | *(0.6,1.0)* | *(0.6,1.0)* | *(0.6,1.2)* | *(0.3,1.1)* | *(0.6,2.1)* | *(0.2,1.0)* | *(N/A,N/A)* |
| Maintaining weight/body fat standards | 1.0 | 1.0 | 1.0 | 0.8* | 1.2 | 1.0* | 0.0 |
| | *(0.8,1.2)* | *(0.8,1.2)* | *(0.8,1.3)* | *(0.4,1.5)* | *(0.9,1.7)* | *(0.5,1.9)* | *(N/A,N/A)* |
| Inadequate access to the Internet/World Wide Web | 0.8 | 0.8 | 0.7 | 0.9 | 0.6* | 0.8* | 0.0 |
| | *(0.5,1.1)* | *(0.5,1.1)* | *(0.4,1.2)* | *(0.5,1.5)* | *(0.3,1.1)* | *(0.3,2.7)* | *(N/A,N/A)* |
| Other | 1.6 | 1.6 | 1.8 | 1.8 | 1.8 | 1.1* | 0.0 |
| | *(1.3,2.0)* | *(1.3,2.1)* | *(1.3,2.7)* | *(1.2,2.6)* | *(1.3,2.5)* | *(0.6,1.9)* | *(N/A,N/A)* |
| Does not apply | 35.0 | 35.1 | 38.6 | 32.3 | 33.4 | 32.4 | 23.9 |
| | *(33.9,36.1)* | *(34.0,36.3)* | *(36.8,40.4)* | *(29.8,34.9)* | *(31.4,35.5)* | *(30.0,34.8)* | *(17.2,32.4)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.2**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason:  By Paygrade and Gender*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8,051 | 4,021 | 588 | 728 | 11,459 | 1,909 |
| Responding on Item | 38,603 | 25,008 | 5,130 | 4,699 | 62,522 | 10,836 |
| Involuntarily retired or separated/not accepted for reenlistment | 1.3 | 0.8 | 0.5* | 1.1 | 1.1 | 0.7* |
| | *(0.9,2.0)* | *(0.5,1.2)* | *(0.2,1.4)* | *(0.6,2.0)* | *(0.8,1.5)* | *(0.3,1.6)* |
| Near maximum age | 0.1* | 0.2* | 0.0 | 0.4* | 0.1 | 0.1* |
| | *(0.0,0.2)* | *(0.1,0.3)* | *(N/A,N/A)* | *(0.1,1.1)* | *(0.1,0.2)* | *(0.0,0.6)* |
| Near maximum total time in grade | 0.4* | 0.3 | 0.1* | 0.6* | 0.4 | 0.2* |
| | *(0.2,0.8)* | *(0.2,0.5)* | *(0.0,0.3)* | *(0.2,1.7)* | *(0.2,0.6)* | *(0.1,0.4)* |
| Overall job satisfaction | 3.9 | 5.5 | 6.6 | 6.1 | 4.9 | 4.3 |
| | *(3.4,4.4)* | *(4.9,6.2)* | *(4.9,8.9)* | *(4.4,8.3)* | *(4.4,5.3)* | *(3.5,5.2)* |
| Pay and allowances | 3.9 | 5.9 | 5.7 | 6.4 | 5.0 | 4.1 |
| | *(3.4,4.5)* | *(5.0,6.9)* | *(4.3,7.7)* | *(4.7,8.7)* | *(4.6,5.6)* | *(3.1,5.4)* |
| Failed to be promoted | 1.6 | 1.5 | 0.4* | 1.5 | 1.6 | 0.8* |
| | *(1.1,2.1)* | *(1.0,2.3)* | *(0.1,1.1)* | *(1.1,2.2)* | *(1.2,2.0)* | *(0.4,1.5)* |
| Promotion/advancement opportunities | 2.5 | 3.2 | 3.4 | 3.2 | 2.9 | 2.6 |
| | *(2.0,3.2)* | *(2.7,3.7)* | *(2.7,4.4)* | *(2.7,3.8)* | *(2.5,3.4)* | *(1.9,3.5)* |
| Level of fairness in performance evaluation | 3.3 | 3.5 | 2.8 | 2.2 | 3.2 | 3.5 |
| | *(2.4,4.7)* | *(2.9,4.1)* | *(2.2,3.6)* | *(1.2,3.7)* | *(2.5,4.1)* | *(2.8,4.4)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.2 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason: By Paygrade and Gender*

82e. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 5th Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8,051 | 4,021 | 588 | 728 | 11,459 | 1,909 |
| Responding on Item | 38,603 | 25,008 | 5,130 | 4,699 | 62,522 | 10,836 |
| Not getting desirable or appropriate assignments | 2.3 | 2.6 | 2.9 | 2.9* | 2.5 | 2.3 |
| | *(1.8,2.9)* | *(2.1,3.1)* | *(1.9,4.4)* | *(1.6,5.1)* | *(2.1,2.9)* | *(1.6,3.3)* |
| Not assigned to jobs offering technical/professional development | 1.7 | 1.6 | 2.8 | 0.6* | 1.6 | 2.0 |
| | *(1.3,2.1)* | *(1.2,2.1)* | *(1.7,4.5)* | *(0.3,1.4)* | *(1.3,1.9)* | *(1.2,3.4)* |
| Lack of training opportunities | 1.5 | 1.7 | 1.0 | 1.1 | 1.5 | 1.7 |
| | *(1.3,1.8)* | *(1.3,2.2)* | *(0.6,1.5)* | *(0.7,1.8)* | *(1.3,1.7)* | *(1.2,2.4)* |
| Continue my education | 4.0 | 3.2 | 4.3 | 0.9* | 3.5 | 4.0 |
| | *(3.3,4.9)* | *(2.6,3.8)* | *(3.1,6.0)* | *(0.4,2.4)* | *(3.0,4.0)* | *(3.1,5.3)* |
| Desire to get out while jobs are easy to get | 2.9 | 4.3 | 5.0 | 4.1 | 3.8 | 2.6 |
| | *(2.5,3.4)* | *(3.6,5.0)* | *(3.5,7.2)* | *(2.8,5.9)* | *(3.4,4.2)* | *(1.9,3.7)* |
| Desire to start second career before becoming too old | 2.6 | 5.7 | 6.4 | 6.9 | 4.4 | 2.8 |
| | *(2.2,3.0)* | *(5.2,6.3)* | *(4.9,8.4)* | *(5.5,8.6)* | *(4.1,4.9)* | *(2.0,3.8)* |
| Desire to start second career before having to pay for childrens' education | 1.8 | 2.7 | 2.8 | 2.8* | 2.4 | 1.2 |
| | *(1.4,2.5)* | *(2.1,3.4)* | *(1.9,4.2)* | *(1.3,5.7)* | *(2.1,2.9)* | *(0.8,1.8)* |
| Desire to settle in a particular location | 3.9 | 5.4 | 5.9 | 6.1 | 4.8 | 4.3 |
| | *(3.2,4.8)* | *(4.6,6.3)* | *(4.4,7.9)* | *(4.2,8.8)* | *(4.3,5.4)* | *(3.3,5.5)* |

\* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.2 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason:  By Paygrade and Gender*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.   5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
| --- | --- | --- | --- | --- | --- | --- |
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8,051 | 4,021 | 588 | 728 | 11,459 | 1,909 |
| Responding on Item | 38,603 | 25,008 | 5,130 | 4,699 | 62,522 | 10,836 |
| Family problems at home | 0.7 | 0.8 | 0.5* | 0.1* | 0.7 | 0.8 |
| | (0.5,1.0) | (0.5,1.1) | (0.2,1.3) | (0.0,0.3) | (0.5,0.9) | (0.5,1.2) |
| Family wanted me to separate/retire | 1.7 | 2.2 | 2.5 | 3.4 | 2.0 | 1.9 |
| | (1.3,2.1) | (1.8,2.7) | (1.5,4.1) | (2.4,5.0) | (1.7,2.4) | (1.3,2.8) |
| Number of PCS moves | 0.5 | 1.3 | 2.6 | 5.2 | 1.2 | 1.0* |
| | (0.4,0.7) | (0.9,1.7) | (2.0,3.4) | (3.0,8.7) | (1.0,1.5) | (0.6,1.8) |
| Too many deployments | 1.6 | 2.8 | 4.0 | 2.6 | 2.3 | 1.7 |
| | (1.3,2.0) | (2.3,3.4) | (2.4,6.5) | (1.9,3.7) | (2.0,2.7) | (1.2,2.5) |
| Too few deployments | 1.0 | 0.6 | 0.8 | 0.0 | 0.7 | 1.2 |
| | (0.8,1.3) | (0.4,0.9) | (0.5,1.2) | (N/A,N/A) | (0.6,0.9) | (0.7,2.0) |
| One or more serious (UCMJ) offenses | 0.8* | 0.1* | 0.1* | 0.0 | 0.5* | 0.2* |
| | (0.4,2.0) | (0.0,0.3) | (0.0,0.3) | (N/A,N/A) | (0.2,1.2) | (0.1,0.6) |
| Minor offenses or disciplinary problems | 0.5* | 0.1* | 0.2* | 0.0 | 0.3* | 0.2* |
| | (0.2,0.9) | (0.0,0.2) | (0.0,1.0) | (N/A,N/A) | (0.2,0.6) | (0.0,0.5) |
| Homesickness | 1.6 | 1.1 | 1.1* | 0.1* | 1.2 | 1.5 |
| | (1.2,2.0) | (0.7,1.7) | (0.6,2.1) | (0.0,0.4) | (1.0,1.5) | (1.0,2.4) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.2 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason:  By Paygrade and Gender*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.   5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Paygrade | | | | Gender | |
|---|---|---|---|---|---|---|
| | Enlisted | | Officers | | | |
| | E1 to E4 | E5 to E9 | W1 to W2/ O1 to O3 | W3 to W5/ O4 and above | Male | Female |
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 8,051 | 4,021 | 588 | 728 | 11,459 | 1,909 |
| Responding on Item | 38,603 | 25,008 | 5,130 | 4,699 | 62,522 | 10,836 |
| Lack of motivation, boredom | 5.9 | 3.6 | 3.8 | 1.5* | 4.7 | 4.6 |
| | *(5.1,6.8)* | *(3.1,4.2)* | *(2.6,5.6)* | *(0.7,3.2)* | *(4.2,5.3)* | *(3.6,5.9)* |
| Problems with superior(s) | 3.5 | 2.8 | 2.6 | 1.5* | 3.0 | 3.7 |
| | *(2.9,4.2)* | *(2.3,3.4)* | *(1.7,4.1)* | *(0.8,3.0)* | *(2.6,3.4)* | *(2.8,4.8)* |
| Medical problems | 1.6 | 1.4 | 0.9* | 1.0 | 1.3 | 2.2 |
| | *(1.3,2.1)* | *(1.1,1.8)* | *(0.4,1.7)* | *(0.6,1.6)* | *(1.1,1.6)* | *(1.4,3.5)* |
| Difficulty meeting physical fitness requirements | 0.8 | 0.7 | 0.3* | 1.0* | 0.7 | 0.9* |
| | *(0.5,1.1)* | *(0.5,1.1)* | *(0.1,0.9)* | *(0.5,2.3)* | *(0.5,1.0)* | *(0.5,1.6)* |
| Maintaining weight/body fat standards | 0.9 | 1.2 | 0.5* | 0.9 | 1.0 | 0.9 |
| | *(0.6,1.3)* | *(0.8,1.7)* | *(0.2,1.3)* | *(0.6,1.3)* | *(0.8,1.3)* | *(0.5,1.5)* |
| Inadequate access to the Internet/World Wide Web | 1.0 | 0.5 | 0.6* | 0.2* | 0.8 | 0.5* |
| | *(0.6,1.7)* | *(0.3,0.9)* | *(0.2,1.6)* | *(0.1,0.8)* | *(0.5,1.2)* | *(0.2,1.1)* |
| Other | 2.1 | 1.2 | 1.0* | 1.1* | 1.7 | 1.3 |
| | *(1.5,2.8)* | *(0.9,1.6)* | *(0.5,2.1)* | *(0.5,2.6)* | *(1.3,2.1)* | *(0.9,2.1)* |
| Does not apply | 38.0 | 32.0 | 27.8 | 34.3 | 34.1 | 40.2 |
| | *(36.2,39.9)* | *(30.5,33.5)* | *(25.1,30.6)* | *(30.6,38.2)* | *(32.9,35.3)* | *(37.9,42.5)* |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.3**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason: By Retirement/Separation*

82e. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 5th Most Important Reason

Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/Obligation and Actually Retired | Planned to Stay for Term/Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 567 | 2,497 | 781 | 4,458 | 927 | 4,115 |
| Responding on Item | 3,320 | 15,473 | 3,765 | 19,175 | 5,509 | 26,076 |
| Involuntarily retired or separated/not accepted for reenlistment | 1.1* | 1.3 | 2.2* | 1.1 | 0.0* | 0.9* |
| | (0.3,4.2) | (0.9,1.8) | (1.0,4.5) | (0.7,1.8) | (0.0,0.2) | (0.4,2.0) |
| Near maximum age | 0.2* | 0.0* | 0.4* | 0.1* | 0.0* | 0.1* |
| | (0.1,0.9) | (0.0,0.2) | (0.1,1.1) | (0.1,0.3) | (0.0,0.2) | (0.1,0.3) |
| Near maximum total time in grade | 0.5* | 0.5* | 0.8 | 0.4* | 0.6* | 0.1* |
| | (0.1,1.6) | (0.1,1.7) | (0.6,1.1) | (0.2,0.8) | (0.2,1.9) | (0.1,0.3) |
| Overall job satisfaction | 6.6 | 5.1 | 5.3 | 4.1 | 4.1 | 4.9 |
| | (4.4,9.8) | (3.9,6.7) | (3.1,8.9) | (3.5,4.7) | (2.7,6.2) | (4.3,5.6) |
| Pay and allowances | 6.9 | 4.4 | 5.1 | 5.5 | 5.3 | 4.4 |
| | (5.2,9.1) | (3.6,5.3) | (3.1,8.1) | (4.5,6.6) | (3.5,7.9) | (3.9,5.0) |
| Failed to be promoted | 1.0* | 1.5 | 2.7* | 1.0* | 3.1 | 1.3 |
| | (0.5,2.1) | (0.9,2.5) | (1.1,6.7) | (0.4,2.4) | (1.8,5.2) | (0.8,1.9) |
| Promotion/advancement opportunities | 3.5* | 2.5 | 4.6* | 2.1 | 3.2 | 3.2 |
| | (1.9,6.3) | (2.0,3.0) | (2.4,8.6) | (1.4,2.9) | (1.9,5.4) | (2.6,4.1) |
| Level of fairness in performance evaluation | 2.5 | 4.8 | 1.7* | 2.6 | 3.8 | 3.1 |
| | (1.5,4.1) | (3.4,6.8) | (0.8,3.6) | (1.8,3.6) | (2.5,5.7) | (2.5,3.8) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.3 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason: By Retirement/Separation*

82e. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. 5th Most Important Reason

*Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 567 | 2,497 | 781 | 4,458 | 927 | 4,115 |
| Responding on Item | 3,320 | 15,473 | 3,765 | 19,175 | 5,509 | 26,076 |
| Not getting desirable or appropriate assignments | 1.8* (0.7,4.4) | 3.0 (2.3,3.9) | 2.2* (1.1,4.4) | 2.2 (1.7,2.8) | 2.1 (1.2,3.7) | 2.5 (2.0,3.2) |
| Not assigned to jobs offering technical/professional development | 0.9* (0.2,3.4) | 2.1 (1.5,3.1) | 1.4* (0.5,4.1) | 1.3 (0.9,1.8) | 1.6* (0.8,3.1) | 1.8 (1.4,2.3) |
| Lack of training opportunities | 2.4* (1.1,5.5) | 1.7 (1.4,2.2) | 1.1* (0.4,2.6) | 1.3 (1.0,1.6) | 1.4* (0.5,3.8) | 1.5 (1.2,1.9) |
| Continue my education | 1.7* (0.8,3.9) | 4.3 (3.2,5.7) | 2.0* (1.1,3.7) | 3.1 (2.4,4.1) | 1.6* (0.8,3.1) | 4.3 (3.6,5.1) |
| Desire to get out while jobs are easy to get | 4.6 (3.4,6.2) | 3.3 (2.6,4.4) | 3.9 (2.9,5.2) | 3.5 (2.5,4.8) | 4.5 (3.1,6.5) | 3.5 (2.8,4.5) |
| Desire to start second career before becoming too old | 7.9 (5.7,10.8) | 3.6 (2.9,4.5) | 6.5 (4.3,9.6) | 2.9 (2.4,3.6) | 6.7 (5.6,8.0) | 4.1 (3.5,4.9) |
| Desire to start second career before having to pay for childrens' education | 1.3* (0.6,2.8) | 1.9 (1.2,3.0) | 4.5 (2.8,7.1) | 2.0 (1.4,2.9) | 3.7 (2.4,5.7) | 2.1 (1.8,2.6) |
| Desire to settle in a particular location | 5.6* (2.9,10.6) | 4.1 (3.3,5.1) | 6.5 (4.5,9.5) | 4.6 (3.7,5.7) | 6.2 (4.6,8.2) | 4.4 (3.6,5.5) |

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.3 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason:  By Retirement/Separation*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 567 | 2,497 | 781 | 4,458 | 927 | 4,115 |
| Responding on Item | 3,320 | 15,473 | 3,765 | 19,175 | 5,509 | 26,076 |
| Family problems at home | 0.4* | 0.9 | 0.5* | 0.7 | 0.5* | 0.7 |
| | (0.1,2.0) | (0.6,1.5) | (0.1,1.7) | (0.5,0.8) | (0.1,1.8) | (0.4,1.1) |
| Family wanted me to separate/retire | 2.1* | 2.2 | 4.5 | 1.5 | 2.1* | 1.9 |
| | (1.0,4.2) | (1.6,2.8) | (2.7,7.2) | (1.1,1.9) | (1.0,4.2) | (1.4,2.7) |
| Number of PCS moves | 2.0 | 1.4 | 3.1 | 0.8 | 2.9 | 0.7 |
| | (1.1,3.5) | (0.9,2.0) | (1.9,5.2) | (0.5,1.2) | (1.7,4.8) | (0.5,0.9) |
| Too many deployments | 1.0* | 2.7 | 2.0* | 2.5 | 1.7 | 2.1 |
| | (0.5,2.1) | (2.1,3.5) | (0.8,4.7) | (1.8,3.3) | (1.0,3.0) | (1.8,2.5) |
| Too few deployments | 0.0 | 1.0 | 0.4* | 0.6 | 0.2* | 1.1 |
| | (N/A,N/A) | (0.7,1.5) | (0.1,2.5) | (0.4,0.8) | (0.0,1.3) | (0.8,1.5) |
| One or more serious (UCMJ) offenses | 0.1* | 0.2* | 0.0 | 0.9* | 0.0 | 0.6* |
| | (0.0,0.4) | (0.1,0.5) | (N/A,N/A) | (0.3,2.5) | (N/A,N/A) | (0.3,1.2) |
| Minor offenses or disciplinary problems | 0.0 | 0.4* | 0.0 | 0.3* | 0.0 | 0.3* |
| | (N/A,N/A) | (0.2,1.0) | (N/A,N/A) | (0.1,0.8) | (N/A,N/A) | (0.1,0.6) |
| Homesickness | 0.4* | 1.2 | 1.7* | 1.5 | 0.4* | 1.4 |
| | (0.1,2.0) | (0.7,1.9) | (0.5,5.2) | (1.0,2.3) | (0.1,1.5) | (1.1,1.8) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

**Table 82e.3 (continued)**
*Importance of Reasons for Leaving Active Duty--5th Most Important Reason:  By Retirement/Separation*

82e.  Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.  5th Most Important Reason

*Print one letter per box as in the examples.  Print "NA" where none of the listed reasons apply.  For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| | Planned to Retire and Actually Retired | Planned to Retire and Separated Prior to Retirement | Planned to Stay for Term/ Obligation and Actually Retired | Planned to Stay for Term/ Obligation and Separated Prior to Retirement | Unsure and Actually Retired | Unsure and Separated Prior to Retirement |
|---|---|---|---|---|---|---|
| **Estimated Population** | | | | | | |
| Not Applicable | | | | | | |
| Not Responding on Item | 567 | 2,497 | 781 | 4,458 | 927 | 4,115 |
| Responding on Item | 3,320 | 15,473 | 3,765 | 19,175 | 5,509 | 26,076 |
| Lack of motivation, boredom | 0.6* | 5.3 | 2.4 | 5.6 | 1.0* | 5.2 |
| | (0.2,1.6) | (4.1,6.9) | (1.7,3.3) | (4.5,7.0) | (0.4,2.6) | (4.4,6.1) |
| Problems with superior(s) | 1.2* | 4.2 | 1.8 | 2.7 | 1.7* | 3.4 |
| | (0.4,3.7) | (3.2,5.5) | (1.2,2.7) | (2.2,3.3) | (0.8,3.7) | (2.8,4.1) |
| Medical problems | 1.1* | 1.8 | 1.5* | 1.4 | 1.7 | 1.3 |
| | (0.5,2.5) | (1.3,2.7) | (0.7,3.2) | (1.0,1.8) | (1.1,2.7) | (0.9,2.0) |
| Difficulty meeting physical fitness requirements | 1.3* | 0.6* | 1.0* | 0.9* | 0.6* | 0.6 |
| | (0.6,2.9) | (0.3,1.1) | (0.4,2.3) | (0.5,1.7) | (0.2,1.7) | (0.4,1.0) |
| Maintaining weight/body fat standards | 1.7* | 0.8 | 1.8* | 0.8 | 0.9* | 1.0 |
| | (0.8,3.8) | (0.5,1.4) | (0.8,4.1) | (0.5,1.1) | (0.5,1.7) | (0.7,1.4) |
| Inadequate access to the Internet/World Wide Web | 0.3* | 0.3* | 0.4* | 0.8 | 0.5* | 1.2* |
| | (0.1,0.9) | (0.1,0.5) | (0.1,2.3) | (0.5,1.1) | (0.1,2.1) | (0.7,2.2) |
| Other | 1.5* | 2.2 | 1.0* | 2.0 | 0.7* | 1.3 |
| | (0.8,2.9) | (1.5,3.1) | (0.4,2.3) | (1.4,2.8) | (0.3,1.7) | (0.9,1.9) |
| Does not apply | 37.8 | 30.5 | 27.1 | 39.6 | 37.0 | 34.7 |
| | (33.5,42.2) | (28.3,32.8) | (23.0,31.7) | (37.2,42.0) | (33.5,40.6) | (32.3,37.1) |

* Low precision and/or unweighted denominator size between 30 and 59.  N/A:  Confidence intervals not available when estimate is equal to 0% or 100%.

# Appendix A

# 2000 Military Exit Survey

# 2000 Military Exit Survey

**OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE**
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

FORCE MANAGEMENT
POLICY

3 March 2000

MEMORANDUM FOR ALL SERVICE PERSONNEL SEPARATING
BETWEEN 1 APRIL 00 AND 30 SEPTEMBER 00

SUBJECT: Exit Survey

The highest level of service a Nation may ask of any citizen is duty with its Armed Forces. The very nature of military service requires you place individual freedoms second, in order to support and defend your fellow citizens. There is no greater test of character or citizenship. At times this service may have seemed thankless, but rest assured a grateful nation recognizes your selfless contribution.

As you prepare to separate from active duty, we ask that you take the time to complete the attached survey. We are interested in your responses concerning your decision to leave active duty, your experiences while on active duty, and plans for civilian life. Your answers will enable the Department of Defense and Congress to better understand the factors that influenced your decision to leave and provide the background to initiate changes that would enhance job satisfaction and quality of life within the Armed Forces.

Please complete the survey and seal it in the envelope provided. Then return it as part of out-processing activities, or place it in any post office box. We would ask that you return the survey as soon as possible, but no later than 30 September 2000. If you have questions about the survey, please call 1-800-994-0040 or send e-mail to mes@datarecognitioncorp.com.

Your responses are important as we continually work to enhance the conditions of military service. Thank you for your participation. Best wishes as you depart the Armed Forces and join the alumni of military veterans whose patriotic service and sacrifices have shaped our Nation.

P. A. TRACEY
Vice Admiral, USN
Deputy Assistant Secretary
(Military Personnel Policy)

2

DMDC Survey No. 00-0006

DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING CENTER
DATA RECOGNITION CORPORATION
5900 BAKER ROAD
MINNETONKA, MINNESOTA 55345-9679

## INSTRUCTIONS

- **This is not a test, so take your time.**
- **Select answers you believe are most appropriate.**
- **Use a blue or black pen.**
- **Please PRINT where applicable.**
- **Place an "X" in the appropriate box or boxes.**

| RIGHT | WRONG |
|-------|-------|
| ☒ | ☑ ⊘ |

- **To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.**

CORRECT ANSWER    INCORRECT ANSWER
☒         ■

- **Do not make any marks outside of the response and write-in boxes.**

## BACKGROUND INFORMATION

**1. From which Service are you separating?**

- ☒ Army
- ☒ Navy
- ☒ Marine Corps
- ☒ Air Force
- ☒ Coast Guard

**2. What is your current paygrade?**

| | | |
|---|---|---|
| ☒ E-1 | ☒ W-1 | ☒ O-1/O1E |
| ☒ E-2 | ☒ W-2 | ☒ O-2/O2E |
| ☒ E-3 | ☒ W-3 | ☒ O-3/O3E |
| ☒ E-4 | ☒ W-4 | ☒ O-4 |
| ☒ E-5 | ☒ W-5 | ☒ O-5 |
| ☒ E-6 | | ☒ O-6 |
| ☒ E-7 | | ☒ O-7 or above |
| ☒ E-8 | | |
| ☒ E-9 | | |

**3. Are you a member of a full-time active duty National Guard/Reserve program (i.e., a member of the Active Guard/Reserve, Training and Administration of the Reserve, or Active Reserve)?**

- ☒ No
- ☒ Yes

**4. What is your source of commission?**

- ☒ Does not apply; I am not an officer
- ☒ OCS/PLC
- ☒ ROTC/NROTC
- ☒ Service Academy
- ☒ Direct Appointment
- ☒ Appointed (Warrant Officer only)
- ☒ Enlisted to Officer Commissioning Program (not Warrant Officer)
- ☒ Other

**5. What is your current separation situation? *Please read the entire list, then mark one.***

- ☒ Voluntary separation at end of enlistment
- ☒ Retirement
- ☒ Voluntary separation before end of enlistment
- ☒ Voluntary separation before retirement <u>with</u> remaining obligation (officers)
- ☒ Voluntary separation before retirement <u>without</u> remaining obligation (officers)
- ☒ Involuntary separation
- ☒ Other

**6. Are you eligible for reenlistment?**

- ☒ Does not apply; I am an officer
- ☒ Yes
- ☒ No
- ☒ Unsure

**7. Which of the following describes your separation from active duty?**

☒ Honorable  ☒ Other

**8. What is the actual date of your separation/retirement?**

| Y | Y | Y | Y | M | M | D | D |
|---|---|---|---|---|---|---|---|

**9. What is the highest degree or level of school that you <u>currently</u> have completed?** *Mark the one answer that describes the highest grade or degree you have completed.*

☒ 11th grade or less
☒ 12 years of school, no diploma
☒ High school graduate – high school diploma or the equivalent (e.g., GED)
☒ Some college credit, but less than 1 year
☒ 1 or more years of college, but no degree
☒ Associate degree (e.g., AA, AS)
☒ Bachelor's degree (e.g., BA, AB, BS)
☒ Master's, doctoral degree, or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

**10. What is the highest degree or level of school that you <u>will</u> complete?** *Mark the one answer that describes the highest grade or degree that you expect to complete as a civilian.*

☒ 11th grade or less
☒ 12 years of school, no diploma
☒ High school graduate – high school diploma or the equivalent (e.g., GED)
☒ Some college credit, but less than 1 year
☒ 1 or more years of college, but no degree
☒ Associate degree (e.g., AA, AS)
☒ Bachelor's degree (e.g., BA, AB, BS)
☒ Master's, doctoral degree, or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

**11. Are you . . . ?**

☒ Male  ☒ Female

**12. Are you Spanish/Hispanic/Latino?** *Mark "No" if not Spanish/Hispanic/Latino.*

☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican American, Chicano
☒ Yes, Puerto Rican
☒ Yes, Cuban
☒ Yes, other Spanish/Hispanic/Latino

**13. What is your race?** *Mark one or more races to indicate what you consider yourself to be.*

☒ White
☒ Black or African-American
☒ American Indian or Alaska Native
☒ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
☒ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

**14. Where did you live at your permanent duty station?**  ◆

☒ Aboard ship
☒ Barracks/dorm (including BEQ or BOQ)
☒ Geographic bachelor's barracks
☒ Military family housing, <u>on base</u>
☒ Military family housing, <u>off base</u>
☒ Civilian housing that you own or pay mortgage on
☒ Military or civilian housing that you rent, <u>off base</u>
☒ Other

**15. Do you have any children aged 10 and older with whom you talk about post-high school options such as jobs and education?**

☒ Yes
☒ No ⇨ **Go to Question 18**

**16. When you talk with your children about their future, do you encourage them to consider the military?**

☒ No
☒ Yes

**17. When you talk with your children about their future, how positive or negative are you about the following?**

|  | Very positive | Positive | Neither positive nor negative | Negative | Very negative |
|---|---|---|---|---|---|
| a. The military, in general | ☒ | ☒ | ☒ | ☒ | ☒ |
| b. Career opportunities in the military | ☒ | ☒ | ☒ | ☒ | ☒ |
| c. Serving in the military, but not as a career | ☒ | ☒ | ☒ | ☒ | ☒ |
| d. Part-time (National Guard/Reserve) opportunities in the military | ☒ | ☒ | ☒ | ☒ | ☒ |
| e. Career opportunities as a civilian federal government employee | ☒ | ☒ | ☒ | ☒ | ☒ |
| f. Career opportunities in the civilian sector | ☒ | ☒ | ☒ | ☒ | ☒ |
| g. Seeking a college education | ☒ | ☒ | ☒ | ☒ | ☒ |

**18. What is your current marital status?**

☒ Married
☒ Separated
☒ Divorced
☒ Widowed
☒ Never married

◆19. **During your off-duty time, did you hold a second job or work at your own business?**

☒ Yes
☒ No ⇨ **Go to Question 21**

20. **On average, how many hours a week did you spend working at a civilian job or working at your own business during your off-duty hours?** *For example, if you worked 9 hours, enter "09" in the boxes.*

[ ][ ] **HOURS PER WEEK**

21. **Which of the following best describes the financial condition of you (and your spouse)?**

☒ Very comfortable and secure
☒ Able to make ends meet without much difficulty
☒ Occasionally have some difficulty making ends meet
☒ Tough to make ends meet but keeping your head above water
☒ In over your head

22. **During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources?** *Mark all that apply.*

☒ A second job
☒ Alimony
☒ Child support
☒ Supplemental Security Income (SSI)
☒ Unemployment or Worker's compensation
☒ State-funded childcare assistance
☒ Women, Infants, and Children (WIC)
☒ Food Stamp Program
☒ Head Start Program
☒ Aid to Families with Dependent Children (AFDC)
☒ Medicaid
☒ None of the above

## ASSIGNMENT INFORMATION

23. **How many total years of active duty service do you have?** *For example, if you are leaving after completing 6 years of service, enter "06" in the boxes. To indicate less than 1 year, enter "00."*

[ ][ ] **YEARS**

24. **During the past 12 months, how many hours per week did you usually work at your military job?**

☒ 40 hours or less
☒ 41-50 hours
☒ 51-60 hours
☒ 61-70 hours
☒ 71-80 hours
☒ 81 hours or more

25. **During your last full workweek, how many hours did you work at your military job?**

☒ 40 hours or less
☒ 41-50 hours
☒ 51-60 hours
☒ 61-70 hours
☒ 71-80 hours
☒ 81 hours or more

26. **When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons?** *Mark all that apply.*

☒ Not applicable
☒ Mission critical requirements
☒ Mission preparation/training/maintenance
☒ Tasked with additional duties (e.g., special projects)
☒ Unit was getting ready for deployment
☒ Manning not sufficient for workload (i.e., not enough authorizations/billets)
☒ Unit was under-manned (i.e., authorizations/billets not filled)
☒ Part of unit was deployed
☒ Demanding supervisor
☒ Problems involving subordinates
☒ High workload
☒ Poor planning or lack of planning
☒ Others were not carrying their workload
☒ Inspections and inspection preparation
☒ Equipment failure and repairs
☒ None of the above

27. **How many days over the past 12 months have you been detailed/assigned for work outside the scope of your primary duties (e.g., "augmentee" assignments, maintenance tasks unrelated to your primary duty, ceremonies, installation support, etc.)?**

☒ None
☒ 1-10 days
☒ 11-20 days
☒ 21-30 days
☒ 31-40 days
☒ 41-50 days
☒ 51-60 days
☒ More than 60 days

**28. Where was your permanent duty station located?**

☒ In one of the 50 states, D.C., Puerto Rico, a U.S. Territory or Possession
(Please print the two-letter postal abbreviation - for example, "AK" for Alaska in the boxes.)

[ ][ ]

*If you do not know the two letter code print the full name here.*

*Please print*

☒ South, Central, or North America (outside U.S.)
☒ Europe
☒ Middle East
☒ Australia/New Zealand
☒ Asia or Other Pacific Islands
☒ Africa
☒ Antarctica

**29. During your active duty career, how many permanent changes of station (PCSs) have you made?** *Include PCS for a remote or unaccompanied tour.*

[ ][ ] NUMBER of PCSs

**30. In the past 12 months, have you been away from your permanent duty station overnight because of your military duties?**

☒ Yes
☒ No ➪ **Go to Question 34**

**31. In the past 12 months, how many separate times were you away from your permanent duty station for at least one night because of your military duties?**

☒ 1-2 times
☒ 3-4 times
☒ 5-6 times
☒ 7-8 times
☒ 9-10 times
☒ 11-12 times
☒ 13 times or more

**32. During the past 12 months, how long were you away from your permanent duty station for the following military duties?** *Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

| | 10 months to 12 months | 7 months to less than 10 months | 5 months to less than 7 months | 3 months to less than 5 months | 1 month to less than 3 months | Less than 1 month | None |
|---|---|---|---|---|---|---|---|
| a. Peacekeeping or other contingency operation | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| b. Foreign humanitarian assistance mission | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| c. Unit training at combat training centers | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| d. Counter drug operation | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| e. Domestic disaster or civil emergency | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| f. Time at sea for scheduled deployments (other than for the above) | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| g. Other time at sea (other than for the above) | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| h. Joint training/field exercises/ alerts (other than for the above) | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| i. Military education (other than for the above) | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | |
| j. Other TADs/TDYs | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |

**33. In the past 12 months, what was the total length of time you were away from your permanent duty station because of your military duties?** *Add up all nights away from your permanent duty station.*

☒ Less than 1 month
☒ 1 month to less than 3 months
☒ 3 months to less than 5 months
☒ 5 months to less than 7 months
☒ 7 months to less than 10 months
☒ 10 months to 12 months

**34. Suppose you were to be in the military for the next 12 months. What is the total length of time that you would expect to be away from your permanent duty station because of your military duties?**

☒ I would not expect to be away from my permanent duty station in the next 12 months
☒ Less than 1 month
☒ 1 month to less than 3 months
☒ 3 months to less than 5 months
☒ 5 months to less than 7 months
☒ 7 months to less than 10 months
☒ 10 months to 12 months

## CAREER INFORMATION

**35. What were your career intentions when you first entered active duty?**

☒ I intended to stay on active duty until I was eligible for retirement
☒ I intended to complete my term/obligation and then leave active duty
☒ I was not sure if I would stay on active duty or leave after my term/obligation

**36. Think back to when you first entered active duty. Which of the following best describe the primary reasons why you joined?** *Mark all that apply.*

☒ A. Trouble in college or break from school
☒ B. Get away from family, personal situation, or home town
☒ C. Time to figure out what you wanted to do
☒ D. Test yourself physically or mentally
☒ E. Challenging or interesting work
☒ F. Always wanted to be in the military
☒ G. Military tradition in your family
☒ H. Parents' encouragement
☒ I. Desire to serve your country
☒ J. Image portrayed by military personnel
☒ K. Few or no civilian job opportunities
☒ L. Pay and allowance(s)
☒ M. Retirement pay and benefits
☒ N. Security and stability of the job
☒ O. Opportunity to work in a specific occupation
☒ P. Training in skills useful for civilian employment
☒ Q. Family benefits
☒ R. Travel and new experiences
☒ S. Money for college, college repayment, education benefits and opportunities
☒ T. Personal growth and maturity
☒ U. Other/None of the above

**37. Of all your reasons listed in Question 36, which is the most important reason why you joined?**

| A | B | C | D | E | F | G | H |
| I | J | K | L | M | N | O | P |
| Q | R | S | T | U | | | |

**38. . . . and which is the next most important reason why you joined?**

| A | B | C | D | E | F | G | H |
| I | J | K | L | M | N | O | P |
| Q | R | S | T | U | None | | |

**39. In which term of service are/were you?** *Do not count extensions as separate terms of enlistment.*

☒ On indefinite status without an obligation
☒ Officer serving an initial or other obligation
☒ 1st enlistment
☒ 2nd or later enlistment

**40. Since you've been in your current grade, have you been tested for a promotion but not selected?**

☒ Does not apply; I am an officer
☒ No
☒ Yes, once
☒ Yes, twice or more

**41. Since you've been in your current grade, have you been passed over for promotion?**

☒ Does not apply; I am enlisted
☒ No
☒ Yes, once
☒ Yes, twice or more

**42. How likely is it that you would be allowed to stay on active duty service at the end of your current term or service obligation?**

☒ Very likely
☒ Likely
☒ Neither likely nor unlikely
☒ Unlikely
☒ Very unlikely

**43. If you were to stay on active duty, when would you expect to be selected for your next promotion to a higher grade?**

☒ Less than 3 months
☒ 3 months to less than 7 months
☒ 7 months to less than 1 year
☒ 1 year to less than 2 years
☒ 2 years or more
☒ Does not apply, I would not expect a promotion
☒ Does not apply, I would have no opportunities for promotion

**44. If you were to stay on active duty, when would you expect to actually receive your next promotion to a higher grade?**

☒ Less than 3 months
☒ 3 months to less than 7 months
☒ 7 months to less than 1 year
☒ 1 year to less than 2 years
☒ 2 years or more
☒ Does not apply, I would not expect a promotion
☒ Does not apply, I would have no opportunities for promotion

**45. How likely is it that you will join the National Guard or Reserve after separation (or continue if you are a Reservist in a full-time active duty program)?**

- ☒ Very likely
- ☒ Likely
- ☒ Neither likely nor unlikely ⇨ **Go to Question 50**
- ☒ Unlikely ⇨ **Go to Question 50**
- ☒ Very unlikely ⇨ **Go to Question 50**
- ☒ Does not apply, retiring or otherwise ineligible ⇨ **Go to Question 51**

**46. Why do you plan to enter the National Guard/ Reserve upon leaving active duty?** *Mark all that apply.*

- ☒ I want to join others I know in the National Guard/ Reserve
- ☒ I want/need the extra income
- ☒ To complete my military service obligation
- ☒ To continue to serve my country
- ☒ To learn new job skills
- ☒ For educational benefits
- ☒ For promotion opportunities
- ☒ For retirement benefits
- ☒ For travel/"get away" opportunities
- ☒ For the challenge of military training
- ☒ For the opportunity to use military equipment
- ☒ For the amount of enjoyment from the military job
- ☒ Just enjoy the National Guard/Reserve
- ☒ Other ⇨ *Please specify*

*Please print*

- ☒ None of the above

**47. Do you plan to become a member of a full-time active duty National Guard or Reserve program?**

- ☒ No
- ☒ Yes

**48. Which National Guard/Reserve component do you plan to join?**

- ☒ Army National Guard (ARNG)
- ☒ Army Reserve (USAR)
- ☒ Naval Reserve (USNR)
- ☒ Marine Corps Reserve (USMCR)
- ☒ Air National Guard (ANG)
- ☒ Air Force Reserve (USAFR)
- ☒ Coast Guard Reserve (USCGR)
- ☒ Don't know/Not sure

**49. Why did you choose to enter this <u>particular</u> National Guard/Reserve component?** *If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*

- ☒ I know/have known others in this component
- ☒ I don't think I will be able to enter my first choice component
- ☒ I've always wanted to be a part of this component
- ☒ Desirable geographic location of unit
- ☒ Opportunities to use my Military Occupational Specialty/Rating/Designator/Air Force Specialty Code skills
- ☒ Opportunities for training
- ☒ Opportunities for promotion
- ☒ Opportunities for leadership
- ☒ Other ⇨ *Please specify*

*Please print*

- ☒ None of the above

**50. Please indicate which of the following are reasons why you do <u>not</u> plan to join the National Guard or Reserve?** *Mark all that apply.*

- ☒ Does not apply, I do plan to enter the National Guard/Reserve
- ☒ It would interfere with my civilian job
- ☒ It would interfere with my family responsibilities
- ☒ I applied but was not accepted
- ☒ I have no interest in serving in the National Guard/Reserve
- ☒ I have already completed my service obligation
- ☒ I am not eligible
- ☒ Too many mobilizations/activations/call-ups
- ☒ Other ⇨ *Please specify*

*Please print*

- ☒ None of the above

## 51. How satisfied were you with each of the following while on active duty?

| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | Does not apply |
|---|---|---|---|---|---|---|
| A. Basic pay | ☒ | ☒ | ☒ | ☒ | ☒ | |
| B. Special and incentive pay | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| C. Reenlistment bonus or continuation pay program | ☒ | ☒ | ☒ | ☒ | ☒ | |
| D. Housing allowance | ☒ | ☒ | ☒ | ☒ | ☒ | |
| E. SEPRATS/COMRATS, subsistence allowance | ☒ | ☒ | ☒ | ☒ | ☒ | |
| F. Military housing | ☒ | ☒ | ☒ | ☒ | ☒ | |
| G. Medical care for you | ☒ | ☒ | ☒ | ☒ | ☒ | |
| H. Dental care for you | ☒ | ☒ | ☒ | ☒ | ☒ | |
| I. Retirement pay you would get | ☒ | ☒ | ☒ | ☒ | ☒ | |
| J. Cost of living adjustments (COLA) to retirement pay | ☒ | ☒ | ☒ | ☒ | ☒ | |
| K. Other retirement benefits such as medical care and use of base services | ☒ | ☒ | ☒ | ☒ | ☒ | |
| L. Pace of your promotions | ☒ | ☒ | ☒ | ☒ | ☒ | |
| M. Chances for future advancement | ☒ | ☒ | ☒ | ☒ | ☒ | |
| N. Training and professional development | ☒ | ☒ | ☒ | ☒ | ☒ | |
| O. Type of assignments received | ☒ | ☒ | ☒ | ☒ | ☒ | |
| P. Deployments | ☒ | ☒ | ☒ | ☒ | ☒ | |
| Q. Other military duties that take you away from permanent duty station | ☒ | ☒ | ☒ | ☒ | ☒ | |
| R. Availability of equipment, parts, and resources | ☒ | ☒ | ☒ | ☒ | ☒ | |
| S. Level of manning in your unit | ☒ | ☒ | ☒ | ☒ | ☒ | |
| T. Your unit's morale | ☒ | ☒ | ☒ | ☒ | ☒ | |
| U. Your personal workload | ☒ | ☒ | ☒ | ☒ | ☒ | |
| V. Amount of personal/ family time you have | ☒ | ☒ | ☒ | ☒ | ☒ | |
| W. Off-duty educational opportunities | ☒ | ☒ | ☒ | ☒ | ☒ | |
| X. Quality of leadership | ☒ | ☒ | ☒ | ☒ | ☒ | |
| Y. Military values, lifestyle, and tradition | ☒ | ☒ | ☒ | ☒ | ☒ | |
| Z. Amount of enjoyment from your job | ☒ | ☒ | ☒ | ☒ | ☒ | |
| AA. Frequency of PCS moves | ☒ | ☒ | ☒ | ☒ | ☒ | |
| BB. Job security | ☒ | ☒ | ☒ | ☒ | ☒ | |
| CC. Location or station of choice, homeporting | ☒ | ☒ | ☒ | ☒ | ☒ | |

## 51. Continued

| | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | Does not apply |
|---|---|---|---|---|---|---|
| DD. Co-location with your military spouse | ☒ | ☒ | ☒ | ☒ | ☒ | |
| EE. Medical care for your family | ☒ | ☒ | ☒ | ☒ | ☒ | |
| FF. Dental care for your family | ☒ | ☒ | ☒ | ☒ | ☒ | |
| GG. Youth activities on base | ☒ | ☒ | ☒ | ☒ | ☒ | |
| HH. Schools for your children | ☒ | ☒ | ☒ | ☒ | ☒ | |
| II. Spouse employment and career opportunities | ☒ | ☒ | ☒ | ☒ | ☒ | |
| JJ. Military family support programs | ☒ | ☒ | ☒ | ☒ | ☒ | |
| KK. Acceptable and affordable child care | ☒ | ☒ | ☒ | ☒ | ☒ | |
| LL. Friendships developed while in the military | ☒ | ☒ | ☒ | ☒ | ☒ | |
| MM. Quality of equipment, parts, and resources | ☒ | ☒ | ☒ | ☒ | ☒ | |

## 52. Which is the most important factor that we could have improved that would have made you stay?

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| A | B | C | D | E | F | G | H |
| I | J | K | L | M | N | O | P |
| Q | R | S | T | U | V | W | X |
| Y | Z | AA | BB | CC | DD | EE | FF |
| GG | HH | II | JJ | KK | LL | MM | NN |

## 53. . . . and what else would we have to improve so that you would stay? *Mark all that apply.*

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| A | B | C | D | E | F | G | H |
| I | J | K | L | M | N | O | P |
| Q | R | S | T | U | V | W | X |
| Y | Z | AA | BB | CC | DD | EE | FF |
| GG | HH | II | JJ | KK | LL | MM | NN |

**54. Please indicate whether you agree or disagree with the following statements.**

| | Disagree | Tend to disagree | ? | Tend to agree | Agree |
|---|---|---|---|---|---|
| a. My chain of command keeps me informed about important issues ... | ☒ | ☒ | ☒ | ☒ | ☒ |
| b. If I make a request through channels in my unit, I know somebody will listen ............. | ☒ | ☒ | ☒ | ☒ | ☒ |
| c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal ........... | ☒ | ☒ | ☒ | ☒ | ☒ |
| d. I find it very difficult to balance my work and my personal responsibilities .................. | ☒ | ☒ | ☒ | ☒ | ☒ |
| e. Priorities or work objectives are changed so frequently, I have trouble getting my work done ...... | ☒ | ☒ | ☒ | ☒ | ☒ |
| f. My supervisor encourages people to learn from mistakes ........... | ☒ | ☒ | ☒ | ☒ | ☒ |
| g. My supervisor has sufficient authority ....................... | ☒ | ☒ | ☒ | ☒ | ☒ |
| h. I believe my Service's core values are clear ....................... | ☒ | ☒ | ☒ | ☒ | ☒ |
| i. Leadership generally understands the problems we face on our jobs .. | ☒ | ☒ | ☒ | ☒ | ☒ |

**55. What was the paygrade of your immediate supervisor?**

| | | |
|---|---|---|
| ☒ E-4 or below | ☒ W-1 | ☒ O-1/O1E |
| ☒ E-5 | ☒ W-2 | ☒ O-2/O2E |
| ☒ E-6 | ☒ W-3 | ☒ O-3/O3E |
| ☒ E-7 | ☒ W-4 | ☒ O-4 |
| ☒ E-8 | ☒ W-5 | ☒ O-5 |
| ☒ E-9 | | ☒ O-6 |
| | | ☒ O-7 or above |

☒ Civilian GS-1 to GS-6 (or equivalent)
☒ Civilian GS-7 to GS-11 (or equivalent)
☒ Civilian GS-12 or above (or equivalent)

**56. How much do you agree or disagree with each ◆ of the following statements about your immediate supervisor?** *The term "work group" refers to the people with whom you work on a day-to-day basis.*

| | Don't know | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|---|---|---|---|---|---|
| a. **Handling the technical-skills parts of the job** (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills). ...... | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| b. **Handling the people-skills parts of the job** (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals). ......... | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| c. **Handling the conceptual-skills parts of the job** (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems). .. | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| d. **Communicating** (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well). ...... | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| e. **Decision Making** (makes sound decisions in a timely manner, includes all relevant information in decisions, and can generate innovative solutions to unique problems). .... | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| f. **Motivating** (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner). ............ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| g. **Developing** (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority). ............ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |

◆ **56. Continued**

| | Don't know | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|---|---|---|---|---|---|

h. **Building** (builds cohesive teams, gains the cooperation of all teammembers, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment). . . . . . .

i. **Learning** (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations). . . . . . . . . . .

j. **Planning and Organizing** (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change). . . . . . . . . . . . . . . . . . . . . . . .

k. **Executing** (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities). . . . . . . . . . . . . . . . .

l. **Assessing** (accurately assesses the work group's strengths and weaknesses, conducts effective in progress reviews and after action reviews, takes time to find out what subordinate units are doing). . . . . . . . . . . . . . . . . . . . . . . .

## MILITARY LIFE

**57. In general, has your _life_ been better or worse than you expected when you first entered the military?**

☒ Much better
☒ Somewhat better
☒ About what you expected
☒ Somewhat worse
☒ Much worse
☒ Don't remember

**58. In general, has your _work_ been better or worse than you expected when you first entered the military?**

☒ Much better
☒ Somewhat better
☒ About what you expected
☒ Somewhat worse
☒ Much worse
☒ Don't remember

**59. If someone asked your advice about joining the military, what would you recommend?**

☒ I would recommend they join any Service
☒ I would recommend they join my Service
☒ I would recommend they join the military, but not my Service
☒ I would _not_ recommend joining any Service

**60. How much do you agree or disagree with the following statements?**

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|---|---|---|---|---|

a. During the past 12 months, the missions I was involved with were important to the national interest . . .

b. During the past 12 months, most or all of the military duties I performed improved or maintained unit or individual readiness . . . . . . . . . . . . . .

c. I would find it rewarding to deploy on a peacekeeping/peacemaking operation (e.g., Bosnia) . . . . . . . . . .

d. I would find it rewarding to deploy on an overseas humanitarian relief effort (e.g., foreign disaster relief such as Nicaragua) . . . . . . . . . . . . . .

e. Very little of my experience and training can be directly transferred to a civilian job . . . . . . . . . . . . . . . . . .

f. It will be easy for me to get a good civilian job now as I leave the military . . . . . . . . . . . . . . . . . . . . . . . . . .

g. I have a pretty good idea of the kinds of jobs I could get as a civilian .

h. I have a pretty good idea of what pay I could get as a civilian . . . . . . . .

i. The benefits available to military personnel and their families have eroded over the past few years . . . .

j. Continuing a military career would have allowed me to attain the standard of living I want for myself/my family . . . . . . . . . . . . . . . . .

k. I have been taught valuable skills in the military that I can use later in civilian jobs . . . . . . . . . . . . . . . . . . . .

**61. If you could do it over again, would you have stayed in the military for more than your first enlistment or initial obligation?**

- ☒ Definitely yes
- ☒ Probably yes
- ☒ Unsure
- ☒ Probably no
- ☒ Definitely no

**62. How would your opportunities in the military compare to opportunities you will have in the civilian world?**

| | Much better in the military | Somewhat better in the military | No difference | Somewhat better as a civilian | Much better as a civilian | Don't know |
|---|---|---|---|---|---|---|
| a. Promotion opportunities | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| b. Amount of personal/family time | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| c. Hours worked per week | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| d. Vacation time | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| e. Education and training opportunities | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| f. Total compensation (pay, bonuses, allowances) | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| g. Health care benefits | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| h. Retirement benefits | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| i. Sense of accomplishment/pride | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| j. General quality of life | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| k. Workload/amount of work | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| l. Job security | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| m. Opportunity for travel | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| n. Freedom from discrimination | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| o. Fair performance evaluations | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| p. Freedom from harassment | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| q. Racial/ethnic relations overall | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| r. Gender relations overall | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |

**63. How much do you agree or disagree with the following statements?** ◆

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|---|---|---|---|---|
| a. Most of my friends belong to the military community | ☒ | ☒ | ☒ | ☒ | ☒ |
| b. The military community is there for me when I need it | ☒ | ☒ | ☒ | ☒ | ☒ |
| c. I have a lot in common with the civilian community | ☒ | ☒ | ☒ | ☒ | ☒ |
| d. Members of the military community sometimes turn to me for help or support | ☒ | ☒ | ☒ | ☒ | ☒ |
| e. Living on base helps active duty members and their families make ends meet | ☒ | ☒ | ☒ | ☒ | ☒ |
| f. There is not much to be gained for me by sticking with a military career | ☒ | ☒ | ☒ | ☒ | ☒ |
| g. I am proud to be a member of my Service | ☒ | ☒ | ☒ | ☒ | ☒ |
| h. I find that my values and the values of my Service are very similar | ☒ | ☒ | ☒ | ☒ | ☒ |
| i. Being a member of my Service inspires me to do the best job I can | ☒ | ☒ | ☒ | ☒ | ☒ |
| j. My Service's evaluation/selection system is effective in promoting its best members | ☒ | ☒ | ☒ | ☒ | ☒ |
| k. If I stayed in the Service, I would be promoted as high as my ability and effort would warrant | ☒ | ☒ | ☒ | ☒ | ☒ |
| l. The NCOs/Petty Officers in my unit were a good source of support for enlisted personnel | ☒ | ☒ | ☒ | ☒ | ☒ |
| m. Leaders in the unit treated members with respect | ☒ | ☒ | ☒ | ☒ | ☒ |

**64. Now, taking all things together, how satisfied are you with the military way of life?**

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

**65. During the past 6 months, what have you done to prepare for <u>leaving</u> the military?** *Mark all that apply.*

☒ Wondered what life might be like as a civilian
☒ Discussed leaving and/or civilian opportunities with family members or friends
☒ Talked about leaving with my immediate supervisor
☒ Gathered information on education programs or colleges
☒ Gathered information about civilian job options (e.g., read newspaper ads, attended a job fair)
☒ Attended a program that helps people prepare for civilian employment
☒ Prepared a resume
☒ Applied for a job
☒ Interviewed for a job
☒ Other ⇨ *Please specify*

*Please print*

☒ None of the above

**66. How long before your separation/retirement did you actually make your decision to leave?**

☒ Does not apply
☒ Less than 6 months
☒ 6 months to less than 12 months
☒ 12 months to less than 18 months
☒ 18 months to less than 24 months
☒ 24 or more months

**67. What will your primary activities be after you leave active duty?** *Mark all that apply.*

☒ Attend school (vocational, college, or university)
☒ Work for civilian company or organization
☒ Work in a civilian government job (local, state, or federal)
☒ Manage or work in family business
☒ Self-employed in your own business or profession
☒ A homemaker/housewife/househusband
☒ Go into full-time retirement
☒ Become a full-time active duty member of the National Guard or Reserves
☒ None of the above

**68. Are you eligible for Montgomery GI Bill (MGIB) educational benefits after leaving active duty service?**

☒ Yes
☒ No ⇨ **Go to Question 72**

**69. Do you plan to use MGIB educational benefits?**

☒ Definitely yes
☒ Probably yes
☒ Unsure
☒ Probably no ⇨ **Go to Question 72**
☒ Definitely no ⇨ **Go to Question 72**

**70. How do you plan to use MGIB educational benefits?** *Mark all that apply.*

☒ Will enroll in vocational or occupational training
☒ Will begin or complete education for a 2-year college degree (Associate's degree or equivalent)
☒ Will begin or complete education for a 4-year college degree (Bachelor's degree or equivalent)
☒ Will begin/complete education for an advanced degree (Master's/PhD/JD/MD, etc.)
☒ None of the above

**71. When do you plan to use MGIB educational benefits?**

☒ In less than 6 months
☒ In 6 months to less than 2 years
☒ In 2 years to less than 5 years
☒ In 5 years or more
☒ Unsure

**72. Do you plan to do any civilian work for pay right after leaving active duty?** *Answer "Yes" <u>even if you will be taking a short break before working</u>. Answer "Yes" even if you will only be working an average of an hour a week as a civilian, or helping without pay in a family business or farm.*

☒ No ⇨ **Go to Question 77**
☒ Yes

**Questions 73-76 ask about your plans for a <u>civilian job</u>. If you do not currently have a civilian job, please answer about the job you plan to have.**

**73. How many weeks have you looked <u>for civilian employment</u>?** (e.g., researching job opportunities, submitting job applications, etc.)

☒ Not applicable, I did not have to look for work
☒ Less than 1 week
☒ 1 week to less than 4 weeks
☒ 4 weeks to less than 8 weeks
☒ 8 weeks to less than 12 weeks
☒ 12 weeks to less than 16 weeks
☒ 16 weeks or more

**74. Which of the following describes your employment situation right after separation/retirement?** *Mark all that apply.*

- ☒ Have already obtained a full-time civilian job
- ☒ Have already obtained a part-time civilian job
- ☒ Looking for a full-time civilian job
- ☒ Looking for a part-time civilian job
- ☒ Managing or working in a family business
- ☒ Will be self-employed in own business/profession
- ☒ Will be an unpaid worker (volunteer)
- ☒ None of the above

**75. Which of the following best describes what you think your civilian employment will be right after separation/retirement?** *Mark one.*

- ☒ Federal Government
- ☒ State Government
- ☒ Local Government (including public schools)
- ☒ Self-employed in own business
- ☒ Private firm with more than 500 employees
- ☒ Private firm with 100-499 employees
- ☒ Private firm with less than 100 employees
- ☒ Managing or working in a family business

**76. To what extent will your civilian job be similar to your Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC)?**

- ☒ Don't know
- ☒ Very large extent
- ☒ Large extent
- ☒ Moderate extent
- ☒ Small extent
- ☒ Not at all

**77. What effect, if any, have your military experiences had on the development of <u>personal characteristics and attitudes</u> that would/will help you obtain a civilian job?** *Please answer regardless of what you will do right after separation.*

- ☒ Strong positive effect
- ☒ Positive effect
- ☒ No effect
- ☒ Negative effect
- ☒ Strong negative effect

**78. How interested are you in working in a civilian job that is similar to your military MOS/Rating/Designator/AFSC?** ◆

- ☒ Not applicable, do not plan to have a civilian job
- ☒ Very interested
- ☒ Interested
- ☒ Neither interested or uninterested
- ☒ Uninterested
- ☒ Very uninterested

**79. What influence did the following people have on your decision to leave?**

| | Not applicable | Strongly encouraged me to leave | Encouraged me to leave | Neither encouraged nor discouraged me to stay | Encouraged me to stay | Strongly encouraged me to stay |
|---|---|---|---|---|---|---|
| a. Your spouse | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| b. Your fiancé or girl/boy friend | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| c. Your father/mother | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| d. Other relatives or close friends | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| e. Your peers | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| f. Your immediate supervisor | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |

**80. Would a reenlistment/retention bonus influence you to <u>remain</u> in the military?**

- ☒ My career field <u>does not have</u> such a bonus and receiving a bonus would influence my decision
- ☒ My career field <u>does not have</u> such a bonus and receiving a bonus would <u>not</u> influence my decision
- ☒ My career field <u>does have</u> such a bonus and increasing the bonus would influence my decision
- ☒ My career field <u>does have</u> such a bonus and increasing the bonus would <u>not</u> influence my decision

**◆ 81. To what extent was each of the following a reason for your leaving the Service?** *If an item does not apply, mark "Not at all."*

| | Very great extent | Great extent | Moderate extent | Slight extent | Not at all |
|---|---|---|---|---|---|
| A. Involuntarily retired or separated/ not accepted for reenlistment | ☒ | ☒ | ☒ | ☒ | ☒ |
| B. Near maximum age | ☒ | ☒ | ☒ | ☒ | ☒ |
| C. Near maximum total time in grade | ☒ | ☒ | ☒ | ☒ | ☒ |
| D. Overall job satisfaction | ☒ | ☒ | ☒ | ☒ | ☒ |
| E. Pay and allowances | ☒ | ☒ | ☒ | ☒ | ☒ |
| F. Failed to be promoted | ☒ | ☒ | ☒ | ☒ | ☒ |
| G. Promotion/advancement opportunities | ☒ | ☒ | ☒ | ☒ | ☒ |
| H. Level of fairness in performance evaluation | ☒ | ☒ | ☒ | ☒ | ☒ |
| I. Not getting desirable or appropriate assignments | ☒ | ☒ | ☒ | ☒ | ☒ |
| J. Not assigned to jobs offering technical/professional development | ☒ | ☒ | ☒ | ☒ | ☒ |
| K. Lack of training opportunities | ☒ | ☒ | ☒ | ☒ | ☒ |
| L. Continue my education | ☒ | ☒ | ☒ | ☒ | ☒ |
| M. Desire to get out while jobs are easy to get | ☒ | ☒ | ☒ | ☒ | ☒ |
| N. Desire to start second career before becoming too old | ☒ | ☒ | ☒ | ☒ | ☒ |
| O. Desire to start second career before having to pay for childrens' education | ☒ | ☒ | ☒ | ☒ | ☒ |
| P. Desire to settle in a particular location | ☒ | ☒ | ☒ | ☒ | ☒ |
| Q. Family problems at home | ☒ | ☒ | ☒ | ☒ | ☒ |
| R. Family wanted me to separate/ retire | ☒ | ☒ | ☒ | ☒ | ☒ |
| S. Number of PCS moves | ☒ | ☒ | ☒ | ☒ | ☒ |
| T. Too many deployments | ☒ | ☒ | ☒ | ☒ | ☒ |
| U. Too few deployments | ☒ | ☒ | ☒ | ☒ | ☒ |
| V. One or more serious (UCMJ) offenses | ☒ | ☒ | ☒ | ☒ | ☒ |
| W. Minor offenses or disciplinary problems | ☒ | ☒ | ☒ | ☒ | ☒ |
| X. Homesickness | ☒ | ☒ | ☒ | ☒ | ☒ |
| Y. Lack of motivation, boredom | ☒ | ☒ | ☒ | ☒ | ☒ |
| Z. Problems with superior(s) | ☒ | ☒ | ☒ | ☒ | ☒ |

**81. Continued**

| | Very great extent | Great extent | Moderate extent | Slight extent | Not at all |
|---|---|---|---|---|---|
| AA. Medical problems | ☒ | ☒ | ☒ | ☒ | ☒ |
| BB. Difficulty meeting physical fitness requirements | ☒ | ☒ | ☒ | ☒ | ☒ |
| CC. Maintaining weight/body fat standards | ☒ | ☒ | ☒ | ☒ | ☒ |
| DD. Inadequate access to the Internet/World Wide Web | ☒ | ☒ | ☒ | ☒ | ☒ |
| EE. Other | ☒ | ☒ | ☒ | ☒ | ☒ |

**If you answered at least "Slight extent" for "Other," then please specify in the box below**

*Please print*

**82. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81.** *Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4th and 5th reasons.*

| Importance | Example | | Your Reason | |
|---|---|---|---|---|
| **Most** important reason | A | A | | |
| **2nd** most important reason | | B | | |
| **3rd** most important reason | C | C | | |
| **4th** most important reason | N | A | | |
| **5th** most important reason | N | A | | |

**83. My current Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC)/ ◆ Specialty or Experience Indicator is . . . *Print your job code in the appropriate row of the last column in the table.***

☒ I don't know my current Primary MOS/Rating/Designator/AFSC/Specialty or Experience Indicator ⇨ **Go to Question 84**

## ENLISTED

| | Instruction | Examples | | | | Your Job | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Army** | Record the first four entries of your current Primary MOS. | 1 | 1 | B | 2 | | | | | |
| **Navy** | Undesignated Strikers: Record the two letters of your Rating (apprenticeship group). | S | N | | | | | | | |
| | Other Navy enlisted: Record the characters of your current Primary Rating so that the last character is entered in Box 5. | | C | T | R | 3 | | | | | |
| | | | | M | S | 2 | | | | | |
| | | S | T | G | S | N | | | | | |
| **Marine Corps** | Record all four numbers of your current Primary MOS. | 0 | 3 | 1 | 1 | | | | | |
| **Air Force** | Record the five letters and numbers of your current Primary AFSC. | 1 | A | 0 | 5 | 1 | | | | | |
| **Coast Guard** | See separate instructions for how to record your Enlisted Rating. | | | | | | | | | | |

## OFFICERS

| | Instruction | Examples | | | | Your Job | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Army** | Commissioned Officers: Record your Primary Area of Concentration (AOC) in the upper 3 boxes and your Secondary Area of Concentration (if applicable) in the lower 3 boxes. | **Primary AOC** | | | | **Primary AOC** | | | |
| | | 1 | 1 | A | | | | | |
| | | **Second AOC** | | | | **Second AOC** | | | |
| | | 4 | 9 | A | | | | | |
| | Warrants: Record the first four entries of your current Primary MOS. | 4 | 2 | 0 | A | | | | |
| **Navy** | Record all four numbers of your current Primary Designator. | 1 | 1 | 1 | 0 | | | | |
| **Marine Corps** | Record all four numbers of your current Primary MOS. | 0 | 3 | 0 | 2 | | | | |
| **Air Force** | Record the four letters and numbers of your current Primary AFSC. | 1 | 1 | A | 3 | | | | |
| **Coast Guard** | See separate instructions for how to record your Specialty or Experience Indicator. | | | | | | | | |

**84. Enter your social security number in the boxes below.**

☐☐☐ - ☐☐ - ☐☐☐☐

**85. Would you like to know the results of this survey?** *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.*

> *Please print*

**86. On what date did you complete this survey?**

☐ Y ☐ Y ☐ Y ☐ Y ☐ M ☐ M ☐ D ☐ D

## COMMENTS

**87. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided.**
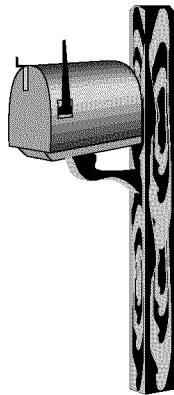
- PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., 5900 Baker Rd., Minnetonka, MN 55345).

- IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.

- FOREIGN POSTAL SYSTEMS WILL <u>NOT</u> DELIVER BUSINESS REPLY MAIL.

### *THANK YOU FOR YOUR TIME AND ASSISTANCE*

2

| 1. REPORT DATE *(DD-MM-YYYY)* | 2. REPORT TYPE | 3. DATES COVERED *(From - To)* |
|---|---|---|
| 08112001 | Final Report | April 2000 - November 2001 |

**4. TITLE AND SUBTITLE**

Tabulations of Responses from the 2000 Military Exit Survey

**5a. CONTRACT NUMBER**

M67004-98-D-0002/0021

**5b. GRANT NUMBER**

**5c. PROGRAM ELEMENT NUMBER**

**6. AUTHOR(S)**

Deak, M.A., Helba, C., Rockwell, D., Helmick, J., Hoover, E.C., & Randolph, J. S.

**5d. PROJECT NUMBER**

**5e. TASK NUMBER**

**5f. WORK UNIT NUMBER**

**7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)**
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1650 Research Boulevard
Rockville, MD 20850

**8. PERFORMING ORGANIZATION REPORT NUMBER**

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**9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)**
Defense Manpower Data Center
1600 Wilson Boulevard, Suite 400
Arlington, VA 22209-2593

**10. SPONSOR/MONITOR'S ACRONYM(S)**

**11. SPONSOR/MONITOR'S REPORT NUMBER(S)**

**12. DISTRIBUTION/AVAILABILITY STATEMENT**
Approved for public release; distribution is unlimited

**13. SUPPLEMENTARY NOTES**

**14. ABSTRACT**

The 2000 Military Exit Survey gathered information on DoD Service and Coast Guard members voluntarily separating or retiring from active duty with honorable discharges between April and September 2000. Information includes personal and military background, reasons for leaving, plans after separation, plans for affiliation with a Reserve component, perceptions of civilian opportunities, and attitudes toward command climate, leadership, pay and benefits, job satisfaction, and other aspects of military experience. The information derived from the survey will be used to assess military personnel issues influencing separatees' decisions to leave active duty. This report presents tabulations for the separatees as a whole and for subgroups defined by Service, paygrade category, gender, and a composite measure combining military career intent when first joining the Service with actual separation status (retiring or separating before retirement).

**15. SUBJECT TERMS**

Exit survey, personnel, retention

| 16. SECURITY CLASSIFICATION OF: | | | 17. LIMITATION OF ABSTRACT | 18. NUMBER OF PAGES | 19a. NAME OF RESPONSIBLE PERSON |
|---|---|---|---|---|---|
| a. REPORT | b. ABSTRACT | c. THIS PAGE | | | Elizabeth C. Hoover |
| U | U | U | SAR | 876 | 19b. TELEPHONE NUMBER *(Include area code)* 703-696-0651 |

# INSTRUCTIONS FOR COMPLETING SF 298

**1. REPORT DATE.** Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

**2. REPORT TYPE.** State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

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**4. TITLE.** Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

**5a. CONTRACT NUMBER.** Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

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**6. AUTHOR(S).** Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

**7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES).** Self-explanatory.

**8. PERFORMING ORGANIZATION REPORT NUMBER.** Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

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